DOCUMENT RESUME

ED 408 933 HE 030 278

AUTHOR	Howe, Richard D.
TITLE	Salary-Trend Studies of Faculty for the Years 1992-93 and 1995-96 in the Following Academic Disciplines/Major Fields: Accounting, Art, General...Geology.
INSTITUTION	Appalachian Consortium, Inc., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE	96
NOTE	228p.; For related document, see HE 030 279. For earlier salary trends, see ED 386 966-967.
PUB TYPE	Numerical/Quantitative Data (110) -- Reports - Research (143)
EDRS PRICE	MF01/PC10 Plus Postage.
DESCRIPTORS	Academic Rank (Professional); Accounting; Anthropology; Art; Biological Sciences; Business Administration; Business Administration Education; Chemistry; *College Faculty; Comparative Analysis; *Compensation (Remuneration); Computer Science; Counseling; Counselor Training; Drama; Economics; Educational Administration; Engineering; English; English Literature; Ethnic Studies; Geography; Geology; Higher Education; Second Languages; Tables (Data); *Teacher Salaries; Technology Education; Trend Analysis

ABSTRACT

This document provides comparative salary trend data for full-time faculty at 212 public and 337 private colleges and universities, based on two surveys, one for the baseline year 1992-93 and the other for the "trend" year 1995-96. For each of the 25 disciplines, a summary review provides a definition of the discipline; information on average salaries by rank, including "new assistant professor"; faculty mix percentage; and comparisons between the two study years and the Consumer Price Index. Appended to the review of each discipline are lists of the 41 disciplines surveyed and the public and private institutions that participated in that segment of the study. Data and summary details are provided for the following disciplines/major fields: Art, General; Accounting; Administrative Assistant/Secretarial Science; Anthropology; Ethnic and Cultural Studies; Biological Science/Life Sciences; Business Administration and Management; Business Management and Administrative Services; Business/Managerial Economics; Business Marketing and Marketing Management; Chemistry; Communications; Computer and Information Science; Counseling Education/Student Counseling and Guidance Services; Curriculum and Instruction; Drama/Theater Arts, General; Economics, General; Education; Educational Administration and Supervision, General; Engineering; Engineering-Related Technologies; English Language Literature/Letters; Foreign Languages and Literatures; Geography; and Geology. (CH)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 408 933

SALARY-TREND ARTICLES OF FACULTY FOR THE YEARS 1992-93 AND 1995-96 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

Art, General; Accounting; Administrative Assistant/Secretarial Science; Anthropology; Ethnic and Cultural Studies; Biological Science/Life Sciences; Business Administration and Management; Business Management and Administrative Services; Business/Managerial Economics; Business Marketing and Marketing Management; Chemistry; Communications; Computer and Information Science; Counseling Education/Student Counseling and Guidance Services; Curriculum and Instruction; Drama/Theater Arts, General; Economics, General; Education; Educational Administration and Supervision, General; Engineering; Engineering-Related Technologies; English Language Literatures/Letters; Foreign Languages and Literatures; Geography; and, Geology

by
Richard D. Howe
Appalachian State University
Boone, North Carolina 28608

HE030278

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☐ This document has been reproduced as received from the person or organization originating it.
☑ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY
Richard D. Howe

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

BEST COPY AVAILABLE

SALARY-TREND ARTICLES OF FACULTY FOR THE YEARS 1992-93 AND 1995-96 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

Art, General; Accounting; Administrative Assistant/Secretarial Science; Anthropology; Ethnic and Cultural Studies; Biological Science/Life Sciences; Business Administration and Management; Business Management and Administrative Services; Business/Managerial Economics; Business Marketing and Marketing Management; Chemistry; Communications; Computer and Information Science; Counseling Education/Student Counseling and Guidance Services; Curriculum and Instruction; Drama/Theater Arts, General; Economics, General; Education; Educational Administration and Supervision, General; Engineering; Engineering-Related Technologies; English Language Literatures/Letters; Foreign Languages and Literatures; Geography; and, Geology

by
Richard D. Howe
Appalachian State University
Boone, North Carolina 28608

FOREWORD

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1995-96. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1992-93 and 1995-96 surveys were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields, 25 of which are included herein as articles in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 25 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96 for both public and private participating institutions. Of the 269 public institutions which participated in CUPA's public survey of 1992-93, 212 also participated in the 1995-96 survey. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's private survey of 1992-93, 337 also participated in the 1995-96 survey. Data from those same 337 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 25 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 25 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1992-93 and 1995-96) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The overall list of 51 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

HE030227

SALARY-TREND STUDY OF FACULTY IN ART, GENERAL FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Art. The CIP defines the discipline/major field of Art as,

> An instructional program that generally describes art, including its development and practice. Includes instruction in art appreciation, a basic knowledge of art history, fundamental principles of desgin and color, and an introduction to various media and studio techniques.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 165--50.0701).]

This article summarizes the overall average salary increases in the discipline/major field of Art for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Art for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.3 for associate professors of Art in the 1992-93 public study means that 31.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.92 for associate professors in the discipline/major field of Art in the 1992-93 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Art with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Art, General																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	50132	617	130	39955	526	132	32304	473	134	30379	66	43	25490	65	35	40979	1681	152
FAC MIX PCT:	36.7%			31.3%			28.1%			3.9%			3.9%			100.0%		
SALARY FACTOR:	0.92			0.92			0.90			0.88			0.95			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Art, General																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	54609	669	146	43431	525	137	35441	486	133	32376	91	55	27053	42	31	45119	1722	159
FAC MIX PCT:	38.9%			30.5%			28.2%			5.3%			2.4%			100.0%		
SALARY FACTOR:	0.92			0.92			0.91			0.89			0.93			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Art, General																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	49080	236	122	37779	261	145	31350	299	158	28873	44	39	28529	49	34	38124	845	226
FAC MIX PCT:	27.9%			30.9%			35.4%			5.2%			5.8%			100.0%		
SALARY FACTOR:	0.90			0.89			0.90			0.88			0.99			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Art, General																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	54441	271	133	41724	295	153	34316	290	158	32731	45	38	29645	36	30	42692	892	241
FAC MIX PCT:	30.4%			33.1%			32.5%			5.0%			4.0%			100.0%		
SALARY FACTOR:	0.91			0.90			0.90			0.91			0.97			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Art was reported in 152 of the 212 public institutions. The average salary of the 1,861 faculty was $40,979. This average salary was approximately 7.1 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Art was reported in 159 of the same 212 public institutions. The average salary of the 1,722 faculty was $45,119. This average salary was approximately 6.1 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Art in the public institutions studied was 10.1 percent ($45,119 minus $40,979 equals $4,140). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Art average faculty salaries over the three-year period by 1.7 percent or an average of 0.2 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Art (10.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.0 percent less than the faculty in the discipline/major field of Art.

In the 1992-93 study the faculty mix percentage in Art is higher at the professor rank than at the assistant professor rank: 36.7percent vs. 28.1 percent; in the 1995-96 study it is 38.9 percent vs. 28.2 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Art in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.1 percent (66/1,681) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 5.3 percent (91/1,722) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Art was reported in 226 the 337 private institutions. The average salary of the 845 faculty was $38,124, an average salary 13.1 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 241 of the same 337 private institutions reported Art. The average salary of the 892 faculty was $42,692, an average salary 11.2 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Art in the private institutions studies was 14.6 percent ($42,692 minus $38,124 equals $5,568). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Art over the three-year time period, is 6.2 percent or 2.1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Art (14.6%), the faculty in ALL MAJOR FIELDS increased their salaries 4.6 percent (14.6% minus 10.0 equals 4.6) less than faculty in Art.

For both studies in the discipline/major field of Art, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 27.9 percent vs. 35.4 percent (1992-93); and 30.4 percent vs. 32.5 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Art was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 5.2 percent (44/845) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.0 percent (45/892) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Art and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,140 (2.7%) faculty in the discipline/major field of Art participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Art in 1992-93 were 7 percent and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Art in 1995-96 were 6 percent and 10 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Art in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.1 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public studies in Art, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1992-93 private studies the FAX MIX PCTS were lower at the professor rant than at the assistant professor rank.

Finally, the hiring rate for new assistant professors in Art in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Art has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

BEST COPY AVAILABLE

SALARY-TREND STUDY OF FACULTY IN ACCOUNTING FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Accounting. The _CIP_ defines the discipline/major field of Accounting as,

> An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business information systems, accounting research methods, professional standards and ethics, and applications to specific for-profit, public, and non-profit organizations.
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 179-180--51.1601).]

This article summarizes the overall average salary increases in the discipline/major field of Accounting for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of

1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Accounting for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.0 for associate professors of Accounting in the 1992-93 public study means that 32.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.22 for associate professors in the discipline/major field of Accounting in the 1992-93 public study means that their average salary is 22 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Accounting with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PUBLIC 1992-93: MAJOR FIELD: Accounting																		
AVERAGE SALARY:	63487	327	107	53361	429	131	48011	479	138	50680	50	39	30225	107	55	52074	1342	146
FAC MIX PCT:	24.4%			32.0%			35.7%			3.7%			8.0%			100.0%		
SALARY FACTOR:	1.16			1.22			1.33			1.46			1.13			1.19		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PUBLIC, 1995-96: MAJOR FIELD: Accounting																		
AVERAGE SALARY:	69896	366	113	59826	478	140	52582	420	132	53463	49	36	35482	103	56	58462	1367	153
FAC MIX PCT:	26.8%			35.0%			30.7%			3.6%			7.5%			100.0%		
SALARY FACTOR:	1.17			1.26			1.35			1.47			1.22			1.22		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PRIVATE, 92-93: MAJOR FIELD: Accounting																		
AVERAGE SALARY:	64298	155	82	51450	317	127	43200	342	160	43038	33	29	35188	60	37	49384	874	204
FAC MIX PCT:	17.7%			36.3%			39.1%			3.8%			6.9%			100.0%		
SALARY FACTOR:	1.18			1.22			1.24			1.31			1.22			1.14		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PRIVATE, 1995-96: MAJOR FIELD: Accounting																		
AVERAGE SALARY:	71086	167	83	56191	340	135	48482	311	146	47173	28	26	36110	53	32	55072	871	208
FAC MIX PCT:	19.2%			39.0%			35.7%			3.2%			6.1%			100.0%		
SALARY FACTOR:	1.18			1.22			1.28			1.31			1.19			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Accounting was reported in 146 of the 212 public institutions. The average salary of the 1,342 faculty was $52,074. This average salary was approximately 18.7 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Accounting was reported in 153 of the same 212 public institutions. The average salary of the 1,367 faculty was $58,462. This average salary was approximately 22.2 percent higher than the average salary of $47,858 for all 60,304 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Accounting in the public institutions studied was 12.3 percent ($58,462 minus $52,074 equals $6,388). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Accounting average faculty salaries over the three-year period by 3.9 percent or an average of 1.3 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Accounting (12.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.2 percent less than the faculty in the discipline/major field of Accounting.

In the 1992-93 study the faculty mix percentage in Accounting is lower at the professor rank than at the assistant professor rank: 24.4 percent vs. 35.7 percent; in the 1995-96 study it is 26.8 percent vs. 30.7 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Accounting in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.7 percent (50/1,342) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 3.6 percent (49/1,367) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Accounting was reported in 204 of the 337 private institutions. The average salary of the 874 faculty was $49,384, an average salary 14.5 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 208 of the same 337 private institutions reported Accounting. The average salary of the 871 faculty was $55,072, an average salary 16.0 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Accounting in the private institutions studies was 11.5 percent ($55,072 minus $49,384 equals $5,688). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Accounting over the three-year time period, is 3.1 percent or 1.03 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Accounting (11.5%), the faculty in ALL MAJOR FIELDS increased their salaries 1.5 percent (11.5% minus 10.0% equals 1.5%) less than faculty in Accounting.

For both studies in the discipline/major field of Accounting, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 17.7 percent vs. 39.1 percent (1992-93); and 19.2 percent vs. 35.7 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 17.7 percent vs. 37.3 percent (1992-93) and 22.3 percent vs. 31.5 percent (1995-96).

Finally, the hiring rate for new assistant professors in Accounting was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.7 percent (33/874) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 3.2 percent (28/871) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Accounting and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,454 (2.3%) faculty in the discipline/major field of Accounting participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Accounting in 1992-93 were 19 percent and 14 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Accounting in 1995-96 were 22 percent and 16 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1991 CPI and indicates that the faculty in Accounting in the public institutions received an average annual salary increase of 1.3 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.03 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Accounting, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Accounting is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Accounting in the 1992-93 and 1995-96 public studies was lower than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1992-93 and 1995-96 private studies was also lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Accounting has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Administrative Assistant/Secretarial Science. The CIP defines the discipline/major field of Administrative Assistant/Secretarial Science as,

> A group of instructional programs that prepare individuals to provide administrative and office support services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 190--52.0401).]

This article summarizes the overall average salary increases in the discipline/major field of Administrative Assistant/Secretarial Science for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Administrative Assistant/Secretarial Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.4 for associate professors of Administrative Assistant/Secretarial Science in the 1992-93 public study means that 26.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of Administrative Assistant/Secretarial Science in the 1992-93 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Administrative Assistant/Secretarial Science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Science, General																		
AVERAGE SALARY:	52008	63	23	41409	51	27	35811	54	31	40500	6	5	25199	25	16	41203	193	41
FAC MIX PCT:	32.6%			26.4%			28.0%			3.1%			13.0%			100.0%		
SALARY FACTOR:	0.95			0.95			0.99			1.17			0.94			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Science, General																		
AVERAGE SALARY:	56452	64	21	45661	31	20	38825	40	23	40311	7	7	27600	18	9	46263	153	32
FAC MIX PCT:	41.8%			20.3%			26.1%			4.6%			11.8%			100.0%		
SALARY FACTOR:	0.95			0.96			1.00			1.11			0.95			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Science, General																		
AVERAGE SALARY:	42400	6	5	34326	11	9	27914	19	12				20788	7	6	30415	43	24
FAC MIX PCT:	14.0%			25.6%			44.2%						16.3%			100.0%		
SALARY FACTOR:	0.78			0.81			0.80						0.72			0.71		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Science, General																		
AVERAGE SALARY:	41708	5	4	33380	8	7	27114	12	9	25990	1	1	19032	3	2	30644	28	17
FAC MIX PCT:	17.9%			28.6%			42.9%			3.6%			10.7%			100.0%		
SALARY FACTOR:	0.69			0.72			0.71			0.72			0.63			0.65		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Administrative Assistant/Secretarial Science was reported in 41 of the 212 public institutions. The average salary of the 193 faculty was $41,203. This average salary was approximately .9 percent lower than the average salary of $43,874 for all 58.568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Administrative Assistant/Secretarial Science was reported in 22 of the same 212 public institutions. The average salary of the 153 faculty was $46,263. This average salary was approximately 3.4 percent lower than the average salary of $47,858 for all 60,304 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Administrative Assistant/Secretarial Science in the public institutions studied was 12.2 percent ($46,263 minus $41,203 equals $5,060). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Administrative Assistant/Secretarial Science average faculty salaries over the three-year period by 3.8 percent or an average of 1.2 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Administrative Assistant/Secretarial Science (12.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.1 percent less than the faculty in the discipline/major field of Administrative Assistant/-Secretarial Science.

In the 1992-93 study the faculty mix percentage in Administrative Assistant/Secretarial Science is higher at the professor rank than at the assistant professor rank: 32.6 percent vs. 28.0 percent; in the 1995-96 study it is 41.8 percent vs. 26.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Administrative Assistant/Secretarial Science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.1 percent (6/193) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 4.5 percent (7/153) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Administrative Assistant/Secretarial Science was reported in 24 of the 337 private institutions. The average salary of the 43 faculty was $30.415, an average salary 41.8 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 17 of the same 337 private institutions reported Administrative Assistant/Secretarial Science. The average salary of the 28 faculty was $30,644, an average salary 30.0 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Administrative Assistant/Secretarial Science in the private institutions studies was .6 percent ($30,644 minus $30,415 equals $229.00). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Administrative Assistant/Secretarial Science over the three-year time period, is 7.8 percent or 2.6 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Administrative Assistant/Secretarial Science (.6%), the faculty in ALL MAJOR FIELDS increased their salaries 9.4 percent (10.0% minus .6% equals 9.4%) more than faculty in Administrative Assistant/Secretarial Science.

For both studies in the discipline/major field of Administrative Assistant/Secretarial Science, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 14.0 percent vs. 44.2 percent (1992-93); and 17.9 percent vs. 42.9 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 17.7 percent vs. 37.3 percent (1992-93) and 22.3 percent vs. 31.5 percent (1995-96).

Finally, the hiring rate for new assistant professors in Administrative Assistant/Secretarial Science was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 0 percent (0/43) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: .04 percent (1/28) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Administrative Assistant/Secretarial Science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 417(.22%) faculty in the discipline/major field of Administrative Assistant/Secretarial Science participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Administrative Assistant/Secretarial Science in 1992-93 were 6 percent and 29 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Administrative Assistant/Secretarial Science in 1995-96 were 3 percent and 35 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Administrative Assistant/-Secretarial Science in the public institutions received an average annual salary increase of 1.2 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.6 percent below the cost-of--living.

Third, in both the 1992-93 and 1995-96 public and private studies in

Administrative Assistant/Secretarial Science, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Administrative Assistant/Secretarial Science is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Administrative Assistant/Secretarial Science in the 1992-93 and 1995-96 public study was lower than the hiring rate of ALL MAJOR FIELDS; and in the 1992-93 and the 1996-97 private studies, the hiring rate was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Administrative Assistant/Secretarial Science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Anthropology. The CIP defines the discipline/major field of Anthropology as,

> An instructional program that describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Includes instruction in biological /physical anthropology, primatology, human paleontology and prehistoric archeology, hominid evolution, anthropological linguistice, ethnography, ethnology, ethnohistory, social-cultural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 143--45.0201).]

This article summarizes the overall average salary increases in the discipline/major field of Anthropology for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of

1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Anthropology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.6 for associate professors of Anthropology in the 1992-93 public study means that 32.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of Anthropology in the 1992-93 public study means that their average salary is one percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Anthropology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Anthropology was reported in 88 of the 212 public institutions. The average salary of the 417 faculty was $45,833. This average salary was approximately 4.4 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Anthropology was reported in 89 of the same 212 public institutions. The average salary of the 433 faculty was $49,013. This average salary was approximately 2.4 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Anthropology in the public institutions studied was 6.9 percent ($49,013 minus $45,833 equals $3,180). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Anthropology average faculty salaries over the three-year period by 1.5 percent or an average of .5 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Anthropology (6.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent less than the faculty in the discipline/major field of Anthropology.

In the 1992-93 study the faculty mix percentage in Anthropology is lower at the professor rank than at the assistant professor rank: 40.3 percent vs. 25.9 percent; in the 1995-96 study it is 40.2 percent vs. 26.1 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Anthropology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.3 percent (181/417) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 3.2 percent (14/433) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Anthropology was reported in 76 of the 337 private institutions. The average salary of the 229 faculty was $46,713, an average salary 8.2 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 75 of the same 337 private institutions reported Anthropology. The average salary of the 252 faculty was $50,536, an average salary 6.4 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Anthropology in the private institutions studies was 8.1 percent ($50,536 minus $46,713 equals $3,823). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Anthropology over the three-year time period, is .3 percent or .1 percent each year below cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Anthropology (8.1%), the faculty in ALL MAJOR FIELDS increased their salaries 1.9 percent (10.0% minus 8.1% equals 1.9%) more than faculty in Anthropology.

For both studies in the discipline/major field of Anthropology, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 40.3 percent vs. 25.9 percent (1992-93); and 40.2 percent vs. 26.1 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Anthropology was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.4 percent (8/229) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.7 percent (12/252) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Anthropology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,331 (.7%) faculty in the discipline/major field of Anthropology participated and were included in the 51 discipline/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Anthropology in 1992-93 were 4 percent and 8 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Anthropology in 1995-96 were 2 percent and 6 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects an 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Anthropology in the public institutions received an average annual salary increase of .5 percent above the cost-of-living. In the private institutions the annual average salary increase was .1 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Anthropology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Anthropology is firmly established and ongoing in the academy.

Finally, the hiring rate for new assistant professors in Anthropology in the 1992-93 public study was higher than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study it was lower. The hiring rate was higher in the 1992-93 private study and lower in the 1995-96 private study.

Because a significant data base of average faculty salaries in the academic discipline/major field of Anthropology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN AREA, ETHNIC AND CULTURAL STUDIES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Area, Ethnic and Cultural Studies. The CIP defines the discipline/major field of Area, Ethnic and Cultural Studies as,

> A summary of groups of instructional programs that describe the history, society, politics, culture, and economics of a particular geographic region, or a particular subset of the population sharing common characteristics, traits and customs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 60--05.0000).]

This article summarizes the overall average salary increases in the discipline/major field of Area, Ethnic and Cultural Studies for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Area, Ethnic and Cultural Studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 37.6 for associate professors of Area, Ethnic and Cultural Studies in the 1992-93 public study means that 37.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.12 for associate professors in the discipline/major field of Area, Ethnic and Cultural Studies in the 1992-93 public study means that their average salary is 12 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Area, Ethnic and Cultural Studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies

PUBLIC 1992-93:	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	55843	45	19	48675	62	19	34883	48	20	36344	11	8	30738	10	6	45531	165	29
FAC MIX PCT:	27.3%			37.6%			29.1%			6.7%			6.1%			100.0		
SALARY FACTOR:	1.02			1.12			0.97			1.05			1.15			1.04%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		

DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies

PUBLIC, 1995-96:	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	64495	52	20	53323	67	28	39642	50	26	34085	7	7	31988	12	9	51339	181	35
FAC MIX PCT:	28.7%			37.0%			27.6%			3.9%			6.6%			100.0%		
SALARY FACTOR:	1.08			1.13			1.02			0.94			1.10			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies

PRIVATE, 92-93:	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	55279	22	10	44007	30	15	36253	15	7				37200	1	1	45843	68	19
FAC MIX PCT:	32.4%			44.1%			22.1%						1.5%			100.0%		
SALARY FACTOR:	1.01			1.04			1.04						1.29			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		

DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies

PRIVATE, 1995-96:	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	61535	24	9	47682	42	18	39506	29	15	35954	9	6	25525	2	1	48209	97	26
FAC MIX PCT:	24.7%			43.3%			29.9%			9.3%			2.1%			100.0%		
SALARY FACTOR:	1.03			1.03			1.04			1.00			0.84			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Area, Ethnic and Cultural Studies was reported in 29 of the 212 public institutions. The average salary of the 165 faculty was $45,531. This average salary was approximately 3.7 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Area, Ethnic and Cultural Studies was reported in 35 of the same 212 public institutions. The average salary of the 181 faculty was $51,339. This average salary was approximately 7.2 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Area, Ethnic and Cultural Studies in the public institutions studied was 12.8 percent ($51,339 minus $45,531 equals $5,808). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Area, Ethnic and Cultural Studies average faculty salaries over the three-year period by 4.4 percent or an average of 1.4 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Area, Ethnic and Cultural Studies (12.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.7 percent less than the faculty in the discipline/major field of Area, Ethnic and Cultural Studies.

In the 1992-93 study the faculty mix percentage in Area, Ethnic and Cultural Studies is lower at the professor rank than at the assistant professor rank: 27.3 percent vs. 29.1 percent; in the 1995-96 study it is 28.7 percent vs. 27.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Area, Ethnic and Cultural Studies in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 6.7 percent (11/165) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 3.9 percent (7/181) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Area, Ethnic and Cultural Studies was reported in 19 of the 337 private institutions. The average salary of the 68 faculty was $45,843, an average salary 6.3 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 26 of the same 337 private institutions reported Area, Ethnic and Cultural Studies. The average salary of the 97 faculty was $48,209, an average salary 1.6 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Area, Ethnic and Cultural Studies in the private institutions studies was 5.2 percent ($48,209 minus $45,843 equals $2,366). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Area, Ethnic and Cultural Studies over the three-year time period, is 3.3 percent or 1.1 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Area, Ethnic and Cultural Studies (5.1%), the faculty in ALL MAJOR FIELDS increased their salaries 4.9 percent (10.0% minus 5.1% equals 4.9%) more than faculty in Area, Ethnic and Cultural Studies.

For both studies in the discipline/major field of Area, Ethnic and Cultural Studies, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 32.4 percent vs. 22.1 percent in 1992-93; and lower, 24.7 percent vs. 29.9 percent, in 1995-96. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1991-92) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Area, Ethnic and Cultural Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 0 percent (0/68) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 9.2 percent (9/97) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Area, Ethnic and Cultural Studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies --one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 511 (.3%) faculty in the discipline/major field of Area, Ethnic and Cultural Studies participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Area, Ethnic and Cultural Studies in 1992-93 were 4 percent and 6 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Area, Ethnic and Cultural Studies in 1995-96 were 7 percent and 2 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Area, Ethnic and Cultural Studies in the public institutions received an average annual salary increase of 1.4 percent above the cost-of-living. In the private institutions the annual average salary increase was 3.7 percent below the cost-of-living.

Third, in the 1992-93 public study in Area, Ethnic and Cultural Studies, the professor rank FAC MIX PCTs was lower than that of ALL MAJOR FIELDS, and higher in 1995-96. This major field is still too disparate to offer any indication of a trend.

Finally, the hiring rate for new assistant professors in Area, Ethnic and Cultural Studies in the 1992-93 public study was higher than the hiring rate of trend.

Finally, the hiring rate for new assistant professors in Area, Ethnic and Cultural Studies in the 1992-93 public study was higher than the hiring rate of ALL MAJOR FIELDS and the hiring rate for new assistant professors in the 1995-96 private study was also higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Area, Ethnic and Cultural Studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN BIOLOGICAL SCIENCES/LIFE SCIENCES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Biological Sciences/Life Sciences. The _CIP_ defines the discipline/major field of Biological Sciences/Life Sciences as,

> A summary of groups of instructional programs that describe the scientific study of living organisms and their systems.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 114--26).]

This article summarizes the overall average salary increases in the discipline/major field of Biological Sciences/Life Sciences for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Biological Sciences/Life Sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.1 for associate professors of Biological Sciences/Life Sciences in the 1992-93 public study means that 27.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of Biological Sciences/Life Sciences in the 1992-93 public study means that their average salary is the same as the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Biological Sciences/Life Sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	53623	1315	193	43800	789	179	34907	712	166	32433	125	84	25528	100	49	45432	2916	198
FAC MIX PCT:	45.1%			27.1%			24.4%			4.3%			3.4%			100.0%		
SALARY FACTOR:	0.98			1.00			0.97			0.94			0.95			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	58638	1308	194	46421	804	178	37983	802	181	35112	124	80	27261	137	57	48580	3051	202
FAC MIX PCT:	42.9%			26.4%			26.3%			4.1%			4.5%			100.0%		
SALARY FACTOR:	0.98			0.98			0.98			0.97			0.94			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
- - - - - - - - - -																		
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	51905	731	247	40500	511	235	33083	418	216	31003	73	61	27833	46	34	43228	1706	307
FAC MIX PCT:	42.8%			30.0%			24.5%			4.3%			2.7%			100.0%		
SALARY FACTOR:	0.95			0.96			0.95			0.95			0.96			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	57645	769	252	43689	540	239	36193	528	243	33596	101	90	27823	45	38	46909	1882	310
FAC MIX PCT:	40.9%			28.7%			28.1%			5.4%			2.4%			100.0%		
SALARY FACTOR:	0.96			0.95			0.95			0.93			0.91			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Biological Sciences/Life Sciences was reported in 198 of the 212 public institutions. The average salary of the 2,916 faculty was $45,432. This average salary was approximately 3.5 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Biological Sciences/Life Sciences was reported in 202 of the same 212 public institutions. The average salary of the 3,051 faculty was $48,580. This average salary was approximately 1.5 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Biological Sciences/Life Sciences in the public institutions studied was 6.9 percent ($48,580 minus $45,432 equals $3,148). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Biological Sciences/Life Sciences average faculty salaries over the three-year period by .6 percent or an average of 1.5 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Biological Sciences/Life Sciences (5.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent ~~more~~ than the faculty in the discipline/major field of Biological Sciences/Life Sciences.

In the 1992-93 study the faculty mix percentage in Biological Sciences/-Life Sciences is higher at the professor rank than at the assistant professor rank: 45.1 percent vs. 24.4 percent; in the 1995-96 study it is 42.9 percent

BEST COPY AVAILABLE

vs. 26.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Biological Sciences/Life Sciences in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.3 percent (125/2,916) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 4.1 percent (124/3,051) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Biological Sciences/Life Sciences was reported in 307 the 337 private institutions. The average salary of the 1,706 faculty was $43,228, which was .2 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 310 of the same 337 private institutions reported Biological Sciences/Life Sciences. The average salary of the 1,935 faculty was $46,909, an average salary 1.2 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Biological Sciences/Life Sciences in the private institutions studies was 8.5 percent ($46,909 minus $43,228 equals $3,681). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Biological Sciences/Life Sciences over the three-year time period, is .1 percent or .03 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Biological Sciences/Life Sciences (8.5%), the faculty in ALL MAJOR FIELDS increased their salaries 1.5 percent (10.0% minus 8.5 equals 1.5%) more than faculty in Biological Sciences/Life Sciences.

For both studies in the discipline/major field of Biological Sciences/Life Sciences, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 42.8 percent vs. 24.5 percent (1992-93); and 40.9 percent vs. 28.1 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Biological Sciences/Life Sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.3 percent (73/1,706) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.4 percent (101/1,882) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Biological Sciences/Life Sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,555 (5%) faculty in the discipline/major field of Biological Sciences/Life Sciences participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/-major field of Biological Sciences/Life Sciences in 1992-93 were four percent and and exactly the same respectfully, as the average salary faculty salary factors for all ranks in ALL MAJOR FIELDS. In both the public and private studies the average faculty salary factors for all ranks in Biological Sciences/-Life Sciences in 1995-96 were two percent above and one percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Biological Sciences/Life Sciences in the public institutions received an average annual salary increase of 1.5 percent below the cost-of-living. In the private institutions the annual average salary increase was .03 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Biological Sciences/Life Sciences, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Biological Sciences/Life Sciences is well established in the academy.

Finally, the hiring rate for new assistant professors in Biological Sciences/Life Sciences in the 1992-93 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Biological Sciences/Life Sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION & MANAGEMENT FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990, including business administration & management. The *CIP* defines the discipline/major field of Business Administration & Management as,

> An instructional program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision making.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990]. p. 188--52.0201).]

This article summarizes the overall average salary increases in the discipline/major field of Business Administration & Management for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of

1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Business Administration & Management for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.7 for associate professors of Business Administration & Management in the 1992-93 public study means that 31.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.18 for associate professors in the discipline/major field of Business Administration & Management in the 1992-93 public study means that their average salary is 18 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Business Administration & Management with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration and Management, General																	
AVERAGE SALARY:	61950	629	143	51630	708	147	47782	759	148	47936	122	68	31404	140	67	51960	2236	160
FAC MIX PCT:	28.1%			31.7%			33.9%			5.5%			6.3%			100.0%		
SALARY FACTOR:	1.14			1.18			1.33			1.38			1.17			1.18		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration and Management, General																	
AVERAGE SALARY:	65647	645	139	56303	741	142	50592	639	143	48366	88	59	33973	133	60	56028	2158	157
FAC MIX PCT:	29.9%			34.3%			29.6%			4.1%			6.2%			100.0%		
SALARY FACTOR:	1.10			1.19			1.30			1.33			1.17			1.17		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration and Management, General																	
AVERAGE SALARY:	63685	482	139	48467	676	198	41756	655	191	42667	56	41	30463	98	61	49082	1911	245
FAC MIX PCT:	25.2%			35.4%			34.3%			2.9%			5.1%			100.0%		
SALARY FACTOR:	1.17			1.14			1.19			1.30			1.05			1.14		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration and Management, General																	
AVERAGE SALARY:	70609	551	161	53196	677	193	45907	588	192	50718	89	51	34352	52	40	55513	1868	240
FAC MIX PCT:	29.5%			36.2%			31.5%			4.8%			2.8%			100.0%		
SALARY FACTOR:	1.18			1.15			1.21			1.41			1.13			1.17		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Business Administration & Management was reported in 160 of the 212 public institutions. The average salary of the 2,236 faculty was $51,960. This average salary was approximately 18.4 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Business Administration & Management was reported in 157 of the same 212 public institutions. The average salary of the 2,158 faculty was $56,028. This average salary was approximately 17.1 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Business Administration & Management in the public institutions studied was 7.8 percent ($56,028 minus $51,960 equals $4,068). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Business Administration & Management average faculty salaries over the three-year period by .6 percent or an average of .2 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Business Administration & Management (7.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent less than the faculty in the discipline/major field of business administration and management .

In the 1992-93 study the faculty mix percentage in Business Administration & Management is lower at the professor rank than at the assistant professor rank: 28.1 percent vs. 33.9 percent; in the 1995-96 study it is 29.9 percent

vs. 29.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Business Administration & Management in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.0 percent (68/2,236) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 2.7 percent (59/2,158) vs. 4.7 percent (2,811/60.340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Business Administration & Management was reported in 245 of the 337 private institutions. The average salary of the 1,911 faculty was $49,082, an average salary 13.8 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 240 of the same 337 private institutions reported business administration and management . The average salary of the 1,868 faculty was $55,513, an average salary 17.0 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Business Administration & Management in the private institutions studies was 13.1 percent ($55,513 minus $49,082 equals $6,431). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Business Administration

& Management over the three-year time period, is 4.7 percent or 1.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Business Administration & Management (13.1%), the faculty in ALL MAJOR FIELDS increased their salaries 3.1 percent (13.1% minus 10.0% equals 3.1%) less than faculty in business administration and management .

For both studies in the discipline/major field of business administration and management , the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 25.2 percent vs. 34.3 percent (1992-93); and 29.5 percent vs. 31.5 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Business Administration & Management was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 2.9 percent (56/1,911) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 4.8 percent (89/1,868) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Business Administration & Management and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,162 (4.3%) faculty in the discipline/major field of Business Administration & Management participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Business Administration & Management in 1992-93 were 18 percent and 14 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Business Administration & Management in 1995-96 both were 17 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Business Administration & Management in the public institutions received an average annual salary increase of .2 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.6 percent above the cost-of-living.

Third, in the 1992-93 public study and the 1992-93 and 1995-96 private studies in business administration and management, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank; however, in the 1995-96 public study it was higher, indicating that in both the public and private studies the discipline/major field of Business Administration & Management is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Business Administration & Management in the 1992-93 and 1995-96 public studies was lower than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1992-93 and 1995-96 private studies was also lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Business Administration & Management has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including business administration & management. The _CIP_ defines the discipline/major field of Business Management and Administrative Services as,

> A summary of groups of instructional programs that prepare individuals to perform managerial, research, and technical support functions related to the commercial and/or non-profit production, buying, and selling of goods and services.*
>
> *_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 187--52).]

This article summarizes the overall average salary increases in the discipline/major field of Business Management and Administrative Services for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of

1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Business Management and Administrative Services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.6 for associate professors of Business Management and Administrative Services in the 1992-93 public study means that 32.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.11 for associate professors in the discipline/major field of Business Management and Administrative Services in the 1992-93 public study means that their average salary is 11 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Business Management and Administrative Services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PUBLIC 1992-93: MAJOR FIELD: Business Management & Administrative Services																		
AVERAGE SALARY:	60194	304	48	48451	358	53	45875	333	49	45112	31	16	28701	103	28	49068	1098	57
FAC MIX PCT:	27.7%			32.6%			30.3%			2.8%			9.4%			100.0%		
SALARY FACTOR:	1.10			1.11			1.27			1.30			1.07			1.12		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PUBLIC, 1995-96: MAJOR FIELD: Business Management & Administrative Services																		
AVERAGE SALARY:	69852	456	61	56874	510	63	51070	406	57	49576	43	26	31409	107	25	57440	1479	66
FAC MIX PCT:	30.8%			34.5%			27.5%			2.9%			7.2%			100.0%		
SALARY FACTOR:	1.17			1.20			1.31			1.36			1.08			1.20		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
- - - - - - - -																		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PRIVATE, 92-93: MAJOR FIELD: Business Management & Administrative Services																		
AVERAGE SALARY:	66962	97	24	52027	132	31	46498	151	34	47286	11	7	38681	23	11	52788	403	43
FAC MIX PCT:	24.1%			32.8%			37.5%			2.7%			5.7%			100.0%		
SALARY FACTOR:	1.23			1.23			1.33			1.44			1.34			1.22		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PRIVATE, 1995-96: MAJOR FIELD: Business Management & Administrative Services																		
AVERAGE SALARY:	70058	135	34	57268	176	42	49380	133	38	42564	15	13	33655	24	13	57504	468	53
FAC MIX PCT:	28.8%			37.6%			28.4%			3.2%			5.1%			100.0%		
SALARY FACTOR:	1.17			1.24			1.30			1.18			1.11			1.21		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Business Management and Administrative Services was reported in 57 of the 212 public institutions. The average salary of the 1,098 faculty was $49,068. This average salary was approximately 11.8 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Business Management and Administrative Services was reported in 66 of the same 212 public institutions. The average salary of the 1,479 faculty was $57,440. This average salary was approximately 20 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Business Management and Administrative Services in the public institutions studied was 17.1 percent ($57.440 minus $49,068 equals $8,372). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Business Management and Administrative Services average faculty salaries over the three-year period by 8.7 percent or an average of 2.9 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Business Management and Administrative Services (17.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 8.0 percent less than the faculty in the discipline/major field of business management and administrative services.

In the 1992-93 study the faculty mix percentage in Business Management and Administrative Services is lower at the professor rank than at the assistant professor rank: 27.7 percent vs. 30.3 percent; in the 1995-96 study it is 30.8 percent vs. 27.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Business Management and Administrative Services in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 2.8 percent (31/1,098) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 2.9 percent (43/1,479) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Business Management and Administrative Services was reported in 43 of the 337 private institutions. The average salary of the 403 faculty was $52.788, an average salary 22.4 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 53 of the same 337 private institutions reported business administration & management. The average salary of the 468 faculty was $57,504 an average salary 21.2 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Business Management and Administrative Services in the private institutions studies was

8.9 percent ($57,504 minus $52,788 equals $4,716). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Business Management and Administrative Services over the three-year time period, is .5 percent or .17 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Business Management and Administrative Services (8.9%), the faculty in ALL MAJOR FIELDS increased their salaries 1.1 percent (10.0% minus 8.9% equals 1.1%) less than faculty in business administration & management.

The faculty mix percentage for the 1992-93 private study is lower at the professor rank in comparison to the assistant professor rank: 24.1 percent vs. 37.5 percent; and 28.8 percent vs. 28.4 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Business Management and Administrative Services was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 2.7 percent (11/403) vs. 4.0 percent (1,415/35.291) and lower in the 1995-96 private study: 3.2 percent (15/468) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Business Management and Administrative Services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96.

Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,448 (1.8%) faculty in the discipline/major field of Business Management and Administrative Services participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Business Management and Administrative Services in 1992-93 were 12 percent and 22 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Business Management and Administrative Services in 1995-96 were 20 percent and 21 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Business Management and Administrative Services in the public institutions received an average annual salary increase of 2.9 percent above the cost-of-living. In the private institutions the annual average salary increase was .17 percent above the cost-of-living.

Third, in both the 1992-93 public and private studies in Business Administration & Management, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. However, in both the 1995-96 public and private studies the FAC MIX PCTS are higher.

Finally, the hiring rate for new assistant professors in Business Management and Administrative Services in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Business Management and Administrative Services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN BUSINESS/MANAGERIAL ECONOMICS FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including business/managerial economics. The _CIP_ defines the discipline/major field of business/managerial economics as,

> An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking and financial systems, theory of competition, pricing theory, wage and salary/9incentive theory, analysis of markets and applications of econometrics and quantitative methods to the study of particular business and business problems.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 192--52.0601).]

This article summarizes the overall average salary increases in the discipline/major field of business/managerial economics for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the

487 ~~517~~ institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of business/managerial economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 35.7 for associate professors of business/managerial economics in the 1992-93 public study means that 35.7 percent of the faculty in that discipline/-major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.09 for associate professors in the discipline/major field of business/managerial economics in the 1992-93 public study means that their average salary is nine percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of business/managerial economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                           NEW
                            ASSO              ASST         ASST
               PROF         PROF              PROF         PROF                INSTRUCTOR          ALL RANKS
        SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM    N/IN

                         DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
PUBLIC 1992-93:                   MAJOR FIELD: Business/Managerial Economics
AVERAGE
SALARY: 58321  198  58   47409  224  62   43060  181  59   40882   17  16   32448   24  13   49027   627   67
FAC MIX
PCT:    31.6%            35.7%            28.9%             2.7%             3.8%            100.0%
SALARY
FACTOR:  1.07             1.09             1.20             1.18             1.21             1.12

                                          ALL MAJOR FIELDS

AVERAGE
SALARY: 54518 19682      43644 17249      36026 17758      34654 2434       26818 3879       43874 58568  212
FAC MIX
PCT:    33.6%            29.5%            30.3%             4.2%             6.6%            100.0%

                         DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
PUBLIC, 1995-96:                  MAJOR FIELD: Business/Managerial Economics
AVERAGE
SALARY: 65855  228  60   53225  229  64   49030  147  55   49284   25  18   33308   15  11   56398   619   70
FAC MIX
PCT:    36.8%            37.0%            23.7%             4.0%             2.4%            100.0%
SALARY
FACTOR:  1.10             1.12             1.26             1.35             1.14             1.18

                                          ALL MAJOR FIELDS

AVERAGE
SALARY: 59610 20428      47366 18254      38928 17820      36373 2811       29106 3838       47858 60340  212
FAC MIX
PCT:    33.9%            30.3%            29.5%             4.7%             6.4%            100.0%
- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                         DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
PRIVATE, 92-93:                   MAJOR FIELD: Business/Managerial Economics
AVERAGE
SALARY: 56792  116  50   45717  170  68   40670  125  55   38592    9   8   34340   20  14   46706   431   89
FAC MIX
PCT:    26.9%            39.4%            29.0%             2.1%             4.6%            100.0%
SALARY
FACTOR:  1.04             1.08             1.16             1.18             1.19             1.08

                                          ALL MAJOR FIELDS

AVERAGE
SALARY: 54539 11253      42331 10862      34956 11225      32785 1415       28932 1951       43137 35291  337
FAC MIX
PCT:    31.9%            30.8%            31.8%             4.0%             5.5%            100.0%

                         DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
PRIVATE, 1995-96:                 MAJOR FIELD: Business/Managerial Economics
AVERAGE
SALARY: 60737  136  66   50610  171  68   44007  131  65   40801   19  17   34671   11   9   51361   449   98
FAC MIX
PCT:    30.3%            38.1%            29.2%             4.2%             2.4%            100.0%
SALARY
FACTOR:  1.01             1.10             1.16             1.13             1.14             1.08

                                          ALL MAJOR FIELDS

AVERAGE
SALARY: 60032 11948      46167 11659      37984 11222      36092 1807       30425 1684       47463 36513  337
FAC MIX
PCT:    32.7%            31.9%            30.7%             4.9%             4.6%            100.0%
```

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of business/managerial economics was reported in 67 of the 212 public institutions. The average salary of the 627 faculty was $49,027. This average salary was approximately 11.7 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, business/managerial economics was reported in 70 of the same 212 public institutions. The average salary of the 619 faculty was $56,398. This average salary was approximately 17.8 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of business/managerial economics in the public institutions studied was 15.0 percent ($56,398 minus $49,027 equals $7,371). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in business/managerial economics average faculty salaries over the three-year period by 6.6 percent or an average of 2.2 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of business/managerial economics (15.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.9 percent less than the faculty in the discipline/major field of business/managerial economics.

In the 1992-93 study the faculty mix percentage in business/managerial economics is higher at the professor rank than at the assistant professor rank:

31.6 percent vs. 28.9 percent; in the 1995-96 study it is 36.8 percent vs. 23.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in business/managerial economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 2.7 percent (17/627) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 4.0 percent (25/619) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of business/managerial economics was reported in 89 of the 337 private institutions. The average salary of the 431 faculty was $46,706, an average salary 8.3 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 98 of the same 337 private institutions reported business/managerial economics. The average salary of the 449 faculty was $51,361, an average salary 8.2 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in business/-managerial economics in the private institutions studies was 10.0 percent ($51,361 minus $46,706 equals $4,655). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of business/managerial economics over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $41,137 equals $4,326). In comparison to business/managerial economics (10.0%), the faculty in ALL MAJOR FIELDS increased their salaries 0 percent (10.0% minus 10.0% equals 0%) more or less than faculty in business/managerial economics.

In the discipline/major field of business/managerial economics, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank for the 1992-93 study: 26.9 percent vs. 29.0 percent. In the 1995-96 study, the faculty mix percentage is higher at the professor rank than at the assistant professor rank: 30.3 percent vs. 29.2 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in business/-managerial economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 2.1 percent (9/431) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.2 percent (19/449 vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of business/managerial economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "base-line year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of ~~2,320 (3.7%)~~ 2,126 (1.1) faculty in the discipline/major field of business/managerial economics participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of business/managerial economics in 1992-93 were ~~15~~ 12 percent and ~~20~~ eight percent ~~below~~ above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in business/managerial economics in 1995-96 were ~~14~~ 18 percent and ~~19~~ eight percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in business/managerial economics in the public institutions received an average annual salary increase of ~~1~~ 2.2 percent above the cost-of-living. In the private institutions the annual average salary increase was ~~3~~ .5 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and for 1995-96 private studies in business/managerial economics, the professor rank FAC MIX PCTs ~~are~~ ~~lower~~ higher than those for the assistant professor rank, whereas in the 1992-92 ~~[illegible]~~ the ~~[illegible]~~ FAC MIX PCTs was lower, indicating that in both the public and private studies the discipline/major field of business/managerial economics is ~~still emerging in the academy~~. somewhat established in the academy

Finally, the hiring rate for new assistant professors in business/managerial economics in the 1992-93 & 1995-96 public study in ~~was~~ were lower than the hiring rate

BEST COPY AVAILABLE

of ALL MAJOR FIELDS; ~~However~~ and, in the hiring rate for new assistant professors in ~~the 1995-96 public study and~~ in the 1992-93 and 1995-96 private studies, it was ~~higher~~ lower than the hiring rate for ALL MAJOR FIELDS~~.~~ as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of business/managerial economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

BEST COPY AVAILABLE

the baseline year and for the trend year--a total of four studies. A total of 2,126 (1.1%) faculty in the discipline/major field of business/managerial economics participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of business/managerial economics in 1992-93 were 12 percent and eight percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in business/managerial economics in 1995-96 were 18 percent and eight percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in business/managerial economics in the public institutions received an average annual salary increase of 2.2 percent above the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and in the 1995-965 private studies in business/managerial economics, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank,while in the 1992-93 private study the FACMIX OCTS was lower, indicating that in both the public and private studies the discipline/major field of business/managerial economics is somewhat established in the academy.

Finally, the hiring rate for new assistant professors in business/managerial economics in the 1992-93 and 1995-96 public studies were lower than the 8 hiring rate of ALL MAJOR FIELDS; and, in the hiring rate for new assistant professors in the 1992-93 and 1995-96 private studies it was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of business/managerial economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN BUSINESS MARKETING AND MARKETING MANAGEMENT FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Business Marketing and Marketing Management. The _CIP_ defines the discipline/major field of Business Marketing and Marketing Management as,

> An instructional program that prepares individuals to undertake and manage the process of developing consumer audiences and moving products from producers to consumers. Includes instruction in buyer behavior and dynamics, principles of marketing research, demand analysis, cost-volume and profit relationships, pricing theory, marketing campaign and stratigic planning, market segments, advertising methods, sales operations and management, consumer relations, retailing, and applications to specific products and markets.
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 198--52.1401).]

This article summarizes the overall average salary increases in the discipline/major field of Business Marketing and Marketing Management for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of business marketing and marketing management for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.5 for associate professors of business marketing and marketing management in the 1992-93 public study means that 29.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.19 for associate professors in the discipline/major field of business marketing and marketing management in the 1992-93 public study means that their average salary is 19 percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of business marketing and marketing management with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Marketing and Marketing Management																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	60079	193	65	51826	193	67	47799	221	73	50701	29	25	30143	48	22	51310	655	89
FAC MIX PCT:	29.5%			29.5%			33.7%			4.4%			7.3%			100.0%		
SALARY FACTOR:	1.10			1.19			1.33			1.46			1.12			1.17		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Marketing and Marketing Management																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	67698	252	70	57604	206	71	52049	186	73	48537	25	19	29616	31	21	58556	675	95
FAC MIX PCT:	37.3%			30.5%			27.6%			3.7%			4.6%			100.0%		
SALARY FACTOR:	1.14			1.22			1.34			1.33			1.02			1.22		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Marketing and Marketing Management																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	70381	57	31	52082	119	52	49350	120	51	48706	13	11	36140	26	19	53016	322	73
FAC MIX PCT:	17.7%			37.0%			37.3%			4.0%			8.1%			100.0%		
SALARY FACTOR:	1.29			1.23			1.41			1.49			1.25			1.23		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Marketing and Marketing Management																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	72664	79	38	59200	145	60	53672	112	52	54682	11	11	40096	19	12	59430	355	83
FAC MIX PCT:	22.3%			40.8%			31.5%			3.1%			5.4%			100.0%		
SALARY FACTOR:	1.21			1.28			1.41			1.52			1.32			1.25		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of business marketing and marketing management was reported in 89 of the 212 public institutions. The average salary of the 655 faculty was $51,310. This average salary was approximately 16.9 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, business marketing and marketing management was reported in 95 of the same 212 public institutions. The average salary of the 675 faculty was $58,556. This average salary was approximately 22.4 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of business marketing and marketing management in the public institutions studied was 14.1 percent ($58,556 minus $51,310 equals $7,246). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in business marketing and marketing management average faculty salaries over the three-year period by 5.7 percent or an average of 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of business marketing and marketing management (14.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.0 percent less than the faculty in the discipline/major field of business marketing and marketing management.

In the 1992-93 study the faculty mix percentage in business marketing and marketing management is lower at the professor rank than at the assistant professor rank: 29.5 percent vs. 33.7 percent; in the 1995-96 study it is 37.3 percent vs. 27.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in business marketing and marketing management in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.4 percent (29/655) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 3.7 percent (25/675) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of business marketing and marketing management was reported in 73 of the 337 private institutions. The average salary of the 322 faculty was $53,016, an average salary 22.9 percent lower than the average salary of $43,137 for all 35.291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 83 of the same 337 private institutions reported business marketing and marketing management. The average salary of the 355 faculty was $59,430, an average salary 25.2 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in business marketing and marketing management in the private institutions studies was 12.1

information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,007 (1.0%) faculty in the discipline/major field of business marketing and marketing management participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of business marketing and marketing management in 1992-93 were 17 percent and 23 percent higher the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in business marketing and marketing management in 1995-96 were 22 percent and 25 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in business marketing and marketing management in the public institutions received an average annual salary increase of 1.9 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent above the cost-of-living.

Third, in both the 1992-93 public and the 1992-93 and 1995-96 private studies in business marketing and marketing management, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, and in the 1995-95 public study it was higher, indicating that in private studies the discipline/-major field of business marketing and marketing management is still emerging in the academy.

Finally, the hiring rate for new assistant professors in business marketing and marketing management in the 1992-93 public study was higher than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of business marketing and marketing management has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN CHEMISTRY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including chemistry. The CIP defines the discipline/major field of chemistry as,

> A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 130--40.0501).]

This article summarizes the overall average salary increases in the discipline/major field of chemistry for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of chemistry for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 23.1 for associate professors of chemistry in the 1992-93 public study means that 23.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of chemistry in the 1992-93 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of chemistry with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                             NEW
                            ASSO             ASST            ASST
             PROF           PROF             PROF            PROF           INSTRUCTOR          ALL RANKS
      SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM    N/IN

                                        DISCIPLINE: PHYSICAL SCIENCES
PUBLIC 1992-93:                         MAJOR FIELD: Chemistry, General
AVERAGE
SALARY: 55103  883 163  42278 388 143   34591  425 145  32469   61  49  27626   32  19  46418  1678 177
FAC MIX
PCT:    49.6%           23.1%           25.3%            3.6%            1.9%           100.0%
SALARY
FACTOR:  1.01            0.97            0.96            0.94            1.03            1.06

                                              ALL MAJOR FIELDS
AVERAGE
SALARY: 54518 19682     43644 17249     36026 17758     34654 2434      26818 3879       43874 58568  212
FAC MIX
PCT:    33.6%           29.5%           30.3%            4.2%            6.6%           100.0%

                                        DISCIPLINE: PHYSICAL SCIENCES
PUBLIC, 1995-96:                        MAJOR FIELD: Chemistry, General
AVERAGE
SALARY: 60835  770 162  45847 453 151   37202  418 148  35585   84  61  27912   50  32  50004  1691 180
FAC MIX
PCT:    45.5%           26.8%           24.7%            5.0%            3.0%           100.0%
SALARY
FACTOR:  1.02            0.97            0.96            0.98            0.96            1.04

                                              ALL MAJOR FIELDS
AVERAGE
SALARY: 59610 20428     47366 18254     38928 17820     36373 2811      29106 3838       47858 60340  212
FAC MIX
PCT:    33.9%           30.3%           29.5%            4.7%            6.4%           100.0%

- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                                        DISCIPLINE: PHYSICAL SCIENCES
PRIVATE, 92-93:                         MAJOR FIELD: Chemistry, General
AVERAGE
SALARY: 53735  573 225  40457  308 170  33562  308 186  31824   60  55  30988   24  19  44791  1213 283
FAC MIX
PCT:    47.2%           25.4%           25.4%            4.9%            2.0%           100.0%
SALARY
FACTOR:  0.99            0.96            0.96            0.97            1.07            1.04

                                              ALL MAJOR FIELDS
AVERAGE
SALARY: 54539 11253     42331 10862     34956 11225     32785 1415      28932 1951       43137 35291  337
FAC MIX
PCT:    31.9%           30.8%           31.8%            4.0%            5.5%           100.0%

                                        DISCIPLINE: PHYSICAL SCIENCES
PRIVATE, 1995-96:                       MAJOR FIELD: Chemistry, General
AVERAGE
SALARY: 59513  566 230  43884 339 184   36543  377 193  34934   74  64  26924   15  15  48375  1297 293
FAC MIX
PCT:    43.6%           26.1%           29.1%            5.7%            1.2%           100.0%
SALARY
FACTOR:  0.99            0.95            0.96            0.97            0.88            1.02

                                              ALL MAJOR FIELDS
AVERAGE
SALARY: 60032 11948     46167 11659     37984 11222     36092 1807      30425 1684       47463 36513  337
FAC MIX
PCT:    32.7%           31.9%           30.7%            4.9%            4.6%           100.0%
```

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of chemistry was reported in 177 of the 212 public institutions. The average salary of the 1,678 faculty was $46,418. This average salary was approximately 5.8 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, chemistry was reported in 180 of the same 212 public institutions. The average salary of the 1,619 faculty was $50,004. This average salary was approximately 4.5 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of chemistry in the public institutions studied was 7.7 percent ($50,004 minus $46,418 equals $3,586). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in chemistry average faculty salaries over the three-year period by .7.1 percent or an average of .2 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of chemistry (7.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent less than the faculty in the discipline/major field of chemistry.

In the 1992-93 study the faculty mix percentage in chemistry is higher at the professor rank than at the assistant professor rank: 49.6 percent vs. 25.3 percent; in the 1995-96 study it is 45.5 percent vs. 24.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in chemistry in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.6 percent (61/1,678) vs. 4.3 percent (2,434/58,568) and higher in 1995-96, 5.0 percent (84/1,691) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of chemistry was reported in 283 of the 337 private institutions. The average salary of the 1,213 faculty was $44,791, an average salary 3.8 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 293 of the same 337 private institutions reported chemistry. The average salary of the 1,297 faculty was $48,375 an average salary 1.9 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in chemistry in the private institutions studies was 8.0 percent ($48,375 minus $44,791 equals $3,584). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of chemistry over the three-year time period, is .4 percent or .13 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to chemistry (8.0%), the faculty in ALL MAJOR FIELDS increased their salaries 2.0 percent (10.0% minus 8.0% equals

2.0%) more than faculty in chemistry.

For both studies in the discipline/major field of chemistry, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 47.2 percent vs. 25.4 percent (1992-93); and 43.6 percent vs. 29.1 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in chemistry was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.9 percent (60/1,213) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.7 percent (74/1,297) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of chemistry and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,879 (3.1%) faculty in the discipline/major field of chemistry participated and were included in the 51 discipline/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of chemistry in 1992-93 were 6 percent and 4 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in chemistry in 1995-96 were 4 percent and 2 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in chemistry in the public institutions received an average annual salary increase of .2 percent below the cost-of-living. In the private institutions the annual average salary increase was .13 percent below the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in chemistry, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of chemistry is well established in the academy.

Finally, the hiring rate for new assistant professors in chemistry in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of chemistry has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN COMMUNICATIONS FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Communications. The CIP defines the discipline/major field of Communications as,

> A summary of groups of instructional programs that describe the creation, transmission and evaluation of messages.*
>
> [Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 68--09).]

This article summarizes the overall average salary increases in the discipline/major field of Communications for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Communications for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.5 for associate professors of Communications in the 1992-93 public study means that 26.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of Communications in the 1992-93 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Communications with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	51333	340	114	41351	401	122	33453	563	133	32322	66	46	26287	208	82	38582	1512	145
FAC MIX PCT:	22.5%			26.5%			37.2%			4.4%			13.8%			100.0%		
SALARY FACTOR:	0.94			0.95			0.93			0.93			0.98			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	55688	369	115	44510	473	131	36228	547	136	34063	89	59	28653	167	72	42548	1556	150
FAC MIX PCT:	23.7%			30.4%			35.2%			5.7%			10.7%			100.0%		
SALARY FACTOR:	0.93			0.94			0.93			0.94			0.98			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	49670	181	89	40580	305	129	32383	398	148	30432	49	39	26140	85	55	37645	969	198
FAC MIX PCT:	18.7%			31.5%			41.1%			5.1%			8.8%			100.0%		
SALARY FACTOR:	0.91			0.96			0.93			0.93			0.90			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	51973	221	102	43601	310	132	35554	399	157	34566	70	54	28989	88	61	41001	1018	207
FAC MIX PCT:	21.7%			30.5%			39.2%			6.9%			8.6%			100.0%		
SALARY FACTOR:	0.87			0.94			0.94			0.96			0.95			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Communications was reported in 29 of the 212 public institutions. The average salary of the 165 faculty was $45,531. This average salary was approximately 3.8 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Communications was reported in 35 of the same 212 public institutions. The average salary of the 181 faculty was $51,339. This average salary was approximately 7.3 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Communications in the public institutions studied was 12.8 percent ($51,339 minus $45,531 equals $5,808). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Communications average faculty salaries over the three-year period by 4.4 percent or an average of 1.5 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Communications (12.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.7 percent less than the faculty in the discipline/major field of Communications.

In the 1992-93 study the faculty mix percentage in Communications is higher at the professor rank than at the assistant professor rank:

22.5 percent vs. 37.2 percent; in the 1995-96 study it is 23.7 percent vs. 35.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Communications in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.4 percent (66/1,512) VS. 4.2 percent (2,434/58,568) and higher in 1995-96, 5.7 percent (89/1,556) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Communications was reported in 196 of the 337 private institutions. The average salary of the 969 faculty was $37,645, an average salary 14.6 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 207 of the same 337 private institutions reported Communications. The average salary of the 1,018 faculty was $41,001, an average salary 15.8 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Communications in the private institutions studies was 8.9 percent ($41,001 minus $37,645 equals $3,356). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Communications over the three-year time period, is .5 percent or .17 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Communications (8.9%), the faculty in ALL MAJOR FIELDS increased their salaries 1.1 percent (10.0% minus 8.9% equals 1.1%) more than faculty in Communications.

For both studies in the discipline/major field of Communications, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18.0 percent vs. 41.1 percent (1992-93); and 21.7 percent vs. 39.2 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Communications was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 5.1 percent (49/909 vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 6.9 percent (1/28) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Communications and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,055 (2.6%) faculty in the discipline/major field of Communications participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Communications in 1992-93 were 12 percent and 13 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Communications in 1995-96 were 11 percent and 14 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Communications in the public institutions received an average annual salary increase of 1.5 percent above the cost-of-living. In the private institutions the annual average salary increase was .17 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Communications, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Communications is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Communications in the 1992-93 and 1995-96 public study was higher, and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Communications has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Because a significant data base of average faculty salaries in the academic discipline/major field of Communications has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN COMPUTER AND INFORMATION SCIENCE FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Computer and Information Science. The CIP defines the discipline/-major field of Computer and Information Science as,

> A summary of groups of instructional programs that describe the design, development and operation of electronic data storage and processing systems, including hardware and software.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 70--11).]

This article summarizes the overall average salary increases in the discipline/major field of Computer and Information Science for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Computer and Information Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.1 for associate professors of Computer and Information Science in the 1992-93 public study means that 31.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.14 for associate professors in the discipline/major field of Computer and Information Science in the 1992-93 public study means that their average salary is 14 higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Computer and Information Science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	60408	367	126	49675	472	136	43273	543	156	43240	62	47	29331	135	69	48170	1517	170
FAC MIX PCT:	24.2%			31.1%			35.8%			4.1%			8.9%			100.0%		
SALARY FACTOR:	1.11			1.14			1.20			1.25			1.09			1.10		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	66488	469	145	54612	539	153	47330	484	154	45059	63	44	31721	114	56	54261	1606	186
FAC MIX PCT:	29.2%			33.6%			30.1%			3.9%			7.1%			100.0%		
SALARY FACTOR:	1.12			1.15			1.22			1.24			1.09			1.13		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	58383	163	88	45890	324	144	38969	322	166	35963	26	25	33613	66	41	44744	875	223
FAC MIX PCT:	18.6%			37.0%			36.8%			3.0%			7.5%			100.0%		
SALARY FACTOR:	1.07			1.08			1.11			1.10			1.16			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	63443	162	89	49561	321	149	40629	278	146	37755	46	36	33767	47	33	48352	808	219
FAC MIX PCT:	20.0%			39.7%			34.4%			5.7%			5.8%			100.0%		
SALARY FACTOR:	1.06			1.07			1.07			1.05			1.11			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Computer and Information Science was reported in 170 of the 212 public institutions. The average salary of the 1,517 faculty was $48,170. This average salary was approximately 9.8 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Computer and Information Science was reported in 186 of the same 212 public institutions. The average salary of the 1,606 faculty was $54,261. This average salary was approximately 13.4 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Computer and Information Science in the public institutions studied was 12.6 percent ($54,261 minus $48,170 equals $6,091). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Computer and Information Science average faculty salaries over the three-year period by 4.2 percent or an average of 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Computer and Information Science (12.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.5 percent less than the faculty in the discipline/major field of Computer and Information Science.

In the 1992-93 study the faculty mix percentage in Computer and Information Science is lower at the professor rank than at the assistant professor rank: 24.2 percent vs. 35.8 percent; in the 1995-96 study it is 29.2

percent vs. 30.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Computer and Information Science in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.9 percent (62/1,517 vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 3.9 percent (63/1,606) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Computer and Information Science was reported in 223 the 337 private institutions. The average salary of the 875 faculty was $44,744, which was 3.7 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 219 of the same 337 private institutions reported Computer and Information Science. The average salary of the 808 faculty was $48,352, an average salary 1.9 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Computer and Information Science in the private institutions studies was 8.1 percent ($48,352 minus $44,744 equals $3,608). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Computer and Information Science over the three-year time period, is .3 percent or .1 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Computer and Information Science (8.1%), the faculty in ALL MAJOR FIELDS increased their salaries 1.9 percent (10.0% minus 8.1 equals 1.9%) more than faculty in Computer and Information Science.

For both studies in the discipline/major field of Computer and Information Science, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18.6 percent vs. 36.8 percent (1992-93); and 20.0 percent vs. 34.4 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Computer and Information Science was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.0 percent (26/875) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.7 percent (46/804) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Computer and Information Science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies---one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,806 (2.5%) faculty in the discipline/major field of Computer and Information Science participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/-major field of Computer and Information Science in 1992-93 were ten percent and four percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Computer and Information Science in 1995-96 were 13 percent and two percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Computer and Information Science in the public institutions received an average annual salary increase of 1.4 percent above the cost-of-living. In the private institutions the annual average salary increase was .1 percent below the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Computer and Information Science, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Computer and Information Science is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Computer and Information Science in the 1992-93 public study and in the 1995-96 private study was higher than the hiring rate of ALL MAJOR FIELDS. However, in the

1995-96 public study and in the 1993-93 private study the hiring rate for new assistant professors was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Computer and Information Science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Counselor Education/Student Counseling and Guidance Services The _CIP_ defines the discipline/major field of Counselor Education/Student Counseling and Guidance Services as,

> An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational, and vocational development of students, and the organizing of guidance services within elementary, meddle and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundations.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 79--13.1101).]

This article summarizes the overall average salary increases in the discipline/major field of Counselor Education/Student Counseling and Guidance Services for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Counselor Education/Student Counseling and Guidance Services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.5 for associate professors of Counselor Education/Student Counseling and Guidance Services in the 1992-93 public study means that 30.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Counselor Education/Student Counseling and Guidance Services in the 1992-93 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Counselor Education/Student Counseling and Guidance Services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
	DISCIPLINE: EDUCATION																	
PUBLIC 1992-93:	MAJOR FIELD: Counselor Educ/Student Counseling and Guidance Services																	
AVERAGE SALARY:	51254	159	53	40905	120	52	34463	104	44	33949	23	16	26902	11	8	42990	394	58
FAC MIX PCT:	40.4%			30.5%			26.4%			5.8%			2.8%			100.0%		
SALARY FACTOR:	0.94			0.94			0.96			0.98			1.00			0.98		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
	DISCIPLINE: EDUCATION																	
PUBLIC, 1995-96:	MAJOR FIELD: Counselor Educ/Student Counseling and Guidance Services																	
AVERAGE SALARY:	58545	169	50	45349	137	52	37974	130	52	36046	28	21	30741	12	10	47796	448	64
FAC MIX PCT:	37.7%			30.6%			29.0%			6.2%			2.7%			100.0%		
SALARY FACTOR:	0.98			0.96			0.98			0.99			1.06			1.00		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
	DISCIPLINE: EDUCATION																	
PRIVATE, 92-93:	MAJOR FIELD: Counselor Educ/Student Counseling and Guidance Services																	
AVERAGE SALARY:	53446	22	12	39836	30	14	34068	26	18	36750	2	2				41752	78	22
FAC MIX PCT:	28.2%			38.5%			33.3%			2.6%						100.0%		
SALARY FACTOR:	0.98			0.94			0.97			1.12						0.97		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
	DISCIPLINE: EDUCATION																	
PRIVATE, 1995-96:	MAJOR FIELD: Counselor Educ/Student Counseling and Guidance Services																	
AVERAGE SALARY:	62205	38	17	44702	44	21	38037	48	23	36662	10	7	31784	1	1	47238	131	32
FAC MIX PCT:	29.0%			33.6%			36.6%			7.6%			0.8%			100.0%		
SALARY FACTOR:	1.04			0.97			1.00			1.02			1.04			1.00		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Counselor Education/Student Counseling and Guidance Services was reported in 58 of the 212 public institutions. The average salary of the 394 faculty was $42,990. This average salary was approximately 2.1 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Counselor Education/Student Counseling and Guidance Services was reported in 64 of the same 337 public institutions. The average salary of the 448 faculty was $47,796. This average salary was approximately .3 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Services in the public institutions studied was 11.2 percent ($47,796 minus $42,990 equals $4,806). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Counselor Education/Student Counseling and Guidance Services average faculty salaries over the three-year period by 2.8 percent or an average of 0.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Counselor Education/Student Counseling and Guidance Services (11.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.1 percent less than the faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Services.

In the 1992-93 study the faculty mix percentage in Counselor Education/-Student Counseling and Guidance Services is higher at the professor rank than at the assistant professor rank: 40.4 percent vs. 26.4 percent; in the 1995-96 study it is 37.7 percent vs. 29.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Counselor Education/Student Counseling and Guidance Services in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.8 percent (23/394) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 6.2 percent (28/448) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Counselor Education/Student Counseling and Guidance Services was reported in 22 the 337 private institutions. The average salary of the 78 faculty was $41,752, which was 3.3 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 32 of the same 337 private institutions reported Counselor Education/Student Counseling and Guidance Services The average salary of the 131 faculty was $47,238, an average salary .5 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Counselor Education/Student Counseling and Guidance Services in the private institutions studies was 13.1 percent ($47,238 minus $41,752 equals $5,486). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Counselor Education/Student Counseling and Guidance Services over the three-year time period, is 4.7 percent or 1.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Counselor Education/Student Counseling and Guidance Services (13.1%), the faculty in ALL MAJOR FIELDS increased their salaries 3.1 percent (13.1% minus 10.0 equals 3.1%) less than faculty in Counselor Education/Student Counseling and Guidance Services

For both studies in the discipline/major field of Counselor Education/Student Counseling and Guidance Services the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 28.2 percent vs. 33.3 percent (1992-93); and 29.0 percent vs. 36.6 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Counselor Education/Student Counseling and Guidance Services was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 2.6 percent (2/78) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 7.6 percent (83/1,935) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Counselor Education/Student Counseling and Guidance Services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of

1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,051 (5.5%) faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Services participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Counselor Education/Student Counseling and Guidance Services in 1992-93 were two percent and three percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Counselor Education/Student Counseling and Guidance Services in 1995-96 were the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Counselor Education/Student Counseling and Guidance Services in the public institutions received an average annual salary increase of .9 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.6 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public studies in Counselor Education/Student Counseling and Guidance Services, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public studies the discipline/major field of Counselor Education/Student

Counseling and Guidance Services is firmly established and ongoing in the academy. However, in both the 1992-93 and 1995-96 private studies in Counselor Education/Student Counseling and Guidance Services, the professor rank FAC MIX PCTs are lower than those for assistant professor rank, indicating in the private studies the discipline/major field of Counselor Education/Student Counseling and Guidance Services is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Counselor Education/Student Counseling and Guidance Services in the 1992-93 and 1995-96 public studies and in the 1995-96 private study were higher than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1992-93 private study was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Counselor Education/Student Counseling and Guidance Services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN CURRICULUM AND INSTRUCTION FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Curriculum and Instruction. The _CIP_ defines the discipline/major field of Curriculum and Instruction as,

> An instructional program that describes the study of the curriculum and related instructional processes and tools, and that may prepare individuals to serve as professional curriculum specialists. Includes instruction in curriculum theory, curriculum design and planning, instructional material design and evaluation, curriculum evaluation, and applications to specific subject-matter, programs or education levels.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 75--13.0301).]

This article summarizes the overall average salary increases in the discipline/major field of Curriculum and Instruction for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Curriculum and Instruction for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given disci-

pline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.5 for associate professors of Curriculum and Instruction in the 1992-93 public study means that 25.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.90 for associate professors in the discipline/major field of Curriculum and Instruction in the 1992-93 public study means that their average salary is ten percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Curriculum and Instruction with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	48336	221	41	39359	169	44	32569	206	44	31409	35	21	26244	67	20	38916	663	50
FAC MIX PCT:	33.3%			25.5%			31.1%			5.3%			10.1%			100.0%		
SALARY FACTOR:	0.89			0.90			0.90			0.91			0.98			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	56683	313	49	45541	246	52	36561	277	49	33594	44	21	30536	63	26	45602	899	57
FAC MIX PCT:	34.8%			27.4%			30.8%			4.9%			7.0%			100.0%		
SALARY FACTOR:	0.95			0.96			0.94			0.92			1.05			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	56825	31	10	41406	29	12	36045	26	9	33523	6	4	25783	4	2	44474	90	16
FAC MIX PCT:	34.4%			32.2%			28.9%			6.7%			4.4%			100.0%		
SALARY FACTOR:	1.04			0.98			1.03			1.02			0.89			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	60112	36	13	47773	25	11	39686	30	12	38394	7	4	26613	3	1	49242	94	18
FAC MIX PCT:	38.3%			26.6%			31.9%			7.4%			3.2%			100.0%		
SALARY FACTOR:	1.00			1.03			1.04			1.06			0.87			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Curriculum and Instruction was reported in 50 of the 212 public institutions. The average salary of the 663 faculty was $38,916. This average salary was approximately 12.7 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Curriculum and Instruction was reported in 57 of the same 212 public institutions. The average salary of the 899 faculty was $45,603. This average salary was approximately 4.9 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Curriculum and Instruction in the public institutions studied was 17.2 percent ($45,603 minus $38,916 equals $6,687). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Curriculum and Instruction average faculty salaries over the three-year period by 8.8 percent or an average of 2.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Curriculum and Instruction (17.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 8.1 percent less than the faculty in the discipline/major field of Curriculum and Instruction.

In the 1992-93 study the faculty mix percentage in Curriculum and Instruction is higher at the professor rank than at the assistant professor rank: 33.3 percent vs. 31.1 percent; in the 1995-96 study it is 34.8 percent vs. 36.8

percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Curriculum and Instruction in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.3 percent (35/663) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 4.9 percent (44/899) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Curriculum and Instruction was reported in 16 the 337 private institutions. The average salary of the 90 faculty was $44,474, an average salary 3.1 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 18 of the same 337 private institutions reported Curriculum and Instruction. The average salary of the 94 faculty was $49,242, an average salary 3.7 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Curriculum and Instruction in the private institutions studies was 10.7 percent ($49,242 minus $44,474 equals $4,768). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Curriculum and Instruction over the three-year time period, is 2.3 percent or .8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Curriculum and Instruction (10.7%), the faculty in ALL MAJOR FIELDS increased their salaries .7 percent (10.7% minus 10.0 equals .7%) less than faculty in Curriculum and Instruction.

For both studies in the discipline/major field of Engineering, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 34.4 percent vs. 28.9 percent (1992-93); and 38.3 percent vs. 31.9 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Curriculum and Instruction was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 6.7 percent (6/90) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 7.4 percent (7/94) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Curriculum and Instruction and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,746 (.9%) faculty in the discipline/major field of Curriculum and Instruction participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/-major field of Curriculum and Instruction in 1992-93 were 11 percent below and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Curriculum and Instruction in 1995-96 were 5 percent below and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Curriculum and Instruction in the public institutions received an average annual salary increase of 2.9 percent above the cost-of-living. In the private institutions the annual average salary increase was .8 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Curriculum and Instruction, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Curriculum and Instruction is firmly established and ongoing in the academy.

Finally, the hiring rate for new assistant professors in both the 1992-93 and 1995-96 public and private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Curriculum and Instruction has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN DRAMA/THEATER ARTS, GENERAL FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Drama/Theater Arts. The _CIP_ defines the discipline/major field of Drama/Theater Arts as,

> An instructional program that generally describes the study of dramatic works and their performance. Includes instruction in major works of dramatic literature, dramatic styles and types, and the principles of organizing and producing full productions.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 164--50.0501).]

This article summarizes the overall average salary increases in the discipline/major field of Drama/Theater Arts for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Drama/Theater Arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.6 for associate professors of Drama/Theater Arts in the 1992-93 public study means that 32.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.89 for associate professors in the discipline/major field of Drama/Theater Arts in the 1992-93 public study means that their average salary is 11 percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Drama/Theater Arts with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																		
AVERAGE SALARY:	50548	195	78	38970	213	93	31133	204	88	29703	35	27	25361	42	26	39104	654	116
FAC MIX PCT:	29.8%			32.6%			31.2%			5.4%			6.4%			100.0%		
SALARY FACTOR:	0.93			0.89			0.86			0.86			0.95			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																		
AVERAGE SALARY:	55638	210	85	42905	217	87	32825	211	92	30808	44	31	26592	22	17	43190	660	116
FAC MIX PCT:	31.8%			32.9%			32.0%			6.7%			3.3%			100.0%		
SALARY FACTOR:	0.93			0.91			0.84			0.85			0.91			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																		
AVERAGE SALARY:	50846	129	71	39167	176	96	31321	173	108	29101	22	19	30841	37	26	38859	515	167
FAC MIX PCT:	25.0%			34.2%			33.6%			4.3%			7.2%			100.0%		
SALARY FACTOR:	0.93			0.93			0.90			0.89			1.07			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																		
AVERAGE SALARY:	54795	149	89	42936	203	112	33836	211	107	30965	35	28	29544	29	22	42022	592	182
FAC MIX PCT:	25.2%			34.3%			35.6%			5.9%			4.9%			100.0%		
SALARY FACTOR:	0.91			0.93			0.89			0.86			0.97			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Drama/Theater Arts was reported in 116 of the 212 public institutions. The average salary of the 654 faculty was $39,104. This average salary was approximately 12.2 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Drama/Theater Arts was reported in 116 of the same 212 public institutions. The average salary of the 660 faculty was $43,190. This average salary was approximately 10.8 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Drama/Theater Arts in the public institutions studied was 10.4 percent ($43,190 minus $39,104 equals $4,086). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Drama/Theater Arts average faculty salaries over the three-year period by 2.0 percent or an average of .7 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Drama/Theater Arts (10.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent less than the faculty in the discipline/major field of Drama/Theater Arts.

In the 1992-93 study the faculty mix percentage in Drama/Theater Arts is higher at the professor rank than at the assistant professor rank: 29.8 percent vs. 31.2 percent; in the 1995-96 study it is 31.8 percent vs. 32.0 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Drama/Theater Arts in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.3 percent (35/654) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 6.7 percent (44/660) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Drama/Theater Arts was reported in 167 the 337 private institutions. The average salary of the 515 faculty was $38,859, an average salary 11.0 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 182 of the same 337 private institutions reported Drama/Theater Arts. The average salary of the 592 faculty was $42,022, an average salary 12.9 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Drama/Theater Arts in the private institutions studies was 8.1 percent ($42,022 minus $38,859 equals $3,163). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Drama/Theater Arts over the three-year time period, is .3 percent or .1 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Drama/Theater Arts (8.1%), the faculty in ALL MAJOR FIELDS increased their salaries 1.9 percent (10.0% minus 8.1 equals 1.9%) more than faculty in Drama/Theater Arts.

For both studies in the discipline/major field of Drama/Theater Arts, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 25.0 percent vs. 33.6 percent (1992-93); and 25.2 percent vs. 35.6 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Drama/Theater Arts was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.3 percent (22/515) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.9 percent (35/592) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Drama/Theater Arts and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Drama/Theater Arts participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Drama/Theater Arts in 1992-93 were 15 percent and 20 percent below

the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Drama/Theater Arts in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Drama/Theater Arts in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Drama/Theater Arts, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Drama/Theater Arts is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Drama/Theater Arts in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Drama/Theater Arts has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN ECONOMICS, GENERAL FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Economics. The _CIP_ defines the discipline/major field of Economics as,

> An instructional program that generally describes the systematic study of the production, conservation and allocation of resources in conditions of scarcity, together with the organizational frameworks related to these processes. Includes instruction in economic theory, micro-and macro-economics, comparative economic systems, money and banking systems, international economics, quantitative analytical methods, and applications to specific industries and public policy issues.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 144-145--45.0601).]

This article summarizes the overall average salary increases in the discipline/major field of Economics for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.2 for associate professors of Economics in the 1992-93 public study means that 30.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.09 for associate professors in the discipline/major field of Economics in the 1992-93 public study means that their average salary is nine percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                          NEW
                          ASSO           ASST             ASST
           PROF           PROF           PROF             PROF          INSTRUCTOR          ALL RANKS
     SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM    N/IN

                                    DISCIPLINE: SOCIAL SCIENCES AND HISTORY
PUBLIC 1992-93:                         MAJOR FIELD: Economics, General
AVERAGE
SALARY: 58661   366   93   47663 292   91   40906   266   84   41449   34   25   25086   44   18   48938   968 108
FAC MIX
PCT:     37.8%             30.2%            27.5%              3.5%              4.5%              100.0%
SALARY
FACTOR:   1.08              1.09             1.14              1.20              0.94               1.12

                                            ALL MAJOR FIELDS
AVERAGE
SALARY: 54518 19682        43644 17249      36026 17758        34654 2434        26818 3879        43874 58568  212
FAC MIX
PCT:     33.6%             29.5%            30.3%              4.2%              6.6%              100.0%

                                    DISCIPLINE: SOCIAL SCIENCES AND HISTORY
PUBLIC, 1995-96:                        MAJOR FIELD: Economics, General
AVERAGE
SALARY: 64841   354   87   51308 280   87   44776   221   87   40895   33   28   32907   20   15   54713   875 106
FAC MIX
PCT:     40.5%             32.0%            25.3%              3.8%              2.3%              100.0%
SALARY
FACTOR:   1.09              1.08             1.15              1.12              1.13               1.14

                                            ALL MAJOR FIELDS
AVERAGE
SALARY: 59610 20428        47366 18254      38928 17820        36373 2811        29106 3838        47858 60340  212
FAC MIX
PCT:     33.9%             30.3%            29.5%              4.7%              6.4%              100.0%

- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                                    DISCIPLINE: SOCIAL SCIENCES AND HISTORY
PRIVATE, 92-93:                         MAJOR FIELD: Economics, General
AVERAGE
SALARY: 64470   228   88   45970  275 109   41266   251 104   39216   25   30   34812   23   20   49549   777 152
FAC MIX
PCT:     29.3%             35.4%            32.3%              3.2%              3.0%              100.0%
SALARY
FACTOR:   1.18              1.09             1.18              1.20              1.20               1.15

                                            ALL MAJOR FIELDS
AVERAGE
SALARY: 54539 11253        42331 10862      34956 11225        32785 1415        28932 1951        43137 35291  337
FAC MIX
PCT:     31.9%             30.8%            31.8%              4.0%              5.5%              100.0%

                                    DISCIPLINE: SOCIAL SCIENCES AND HISTORY
PRIVATE, 1995-96:                       MAJOR FIELD: Economics, General
AVERAGE
SALARY: 71678   251   99   50834 307 117    44444   211   94   42136   34   26   38551   12   10   55618   781 154
FAC MIX
PCT:     32.1%             39.3%            27.0%              4.4%              1.5%              100.0%
SALARY
FACTOR:   1.19              1.10             1.17              1.17              1.27               1.17

                                            ALL MAJOR FIELDS
AVERAGE
SALARY: 60032 11948        46167 11659      37984 11222        36092 1807        30425 1684        47463 36513  337
FAC MIX
PCT:     32.7%             31.9%            30.7%              4.9%              4.6%              100.0%
```

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Economics was reported in 108 of the 212 public institutions. The average salary of the 968 faculty was $48,938. This average salary was approximately 11.5 percent higher than the average salary of $43,874 for all 58.568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Economics was reported in 106 of the same 212 public institutions. The average salary of the 875 faculty was $54,713. This average salary was approximately 14.3 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Economics in the public institutions studied was 11.8 percent ($54,713 minus $48,938 equals $5,775). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Economics average faculty salaries over the three-year period by 3.4 percent or an average of 1.1 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Economics (11.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.7 percent less than the faculty in the discipline/major field of Economics.

In the 1992-93 study the faculty mix percentage in Economics is higher at the professor rank than at the assistant professor rank: 37.8 percent vs. 27.5 percent; in the 1995-96 study it is 40.5 percent vs. 25.3 percent. The in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.5 percent (34/968) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 3.8 percent (33/875) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Economics was reported in 152 of the 337 private institutions. The average salary of the 777 faculty was $49,549, an average salary 14.9 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 154 of the same 337 private institutions reported Economics. The average salary of the 781 faculty was $55,618, an average salary 17.2 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Economics in the private institutions studies was 12.2 percent ($55,618 minus $49,549 equals $6,069). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Economics over the three-year time period, is 3.8 percent or 1.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Economics (12.2%), the faculty in ALL MAJOR FIELDS increased their salaries 2.2 percent (12.2% minus 10.0% equals 2.2%) less than faculty in Economics.

For the 1992-93 study in the discipline/major field of Economics, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 29.3 percent vs. 32.3 percent; and higher in the 1995-96 study, 32.1 percent vs. 27.0 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.2 percent (25/777) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.3 percent (34/781) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Economics participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Economics in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Economics in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Economics in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Economics, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Economics is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Economics in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN EDUCATION FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Education. The _CIP_ defines the discipline/major field of Education as,

> A summary of groups of instructional programs that describe the theory and practice of learning and teaching, and related research, administrative and support service.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 74--13).]

This article summarizes the overall average salary increases in the discipline/major field of Education for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Multi/Interdisciplinary Studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 27.9 for associate professors of Education in the 1992-93 public study means that 27.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of Education in the 1992-93 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	51851	1138	142	42163	922	142	34246	1058	142	32745	159	77	26545	192	72	42057	3310	149
FAC MIX PCT:	34.4%			27.9%			32.0%			4.8%			5.8%			100.0%		
SALARY FACTOR:	0.95			0.97			0.95			0.94			0.99			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	55609	986	135	44927	983	137	37154	1109	135	34912	197	85	30051	228	73	44480	3306	144
FAC MIX PCT:	29.8%			29.7%			33.5%			6.0%			6.9%			100.0%		
SALARY FACTOR:	0.93			0.95			0.95			0.96			1.03			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	49344	401	164	39296	438	177	32464	620	198	31064	90	67	25281	88	62	38366	1547	243
FAC MIX PCT:	25.9%			28.3%			40.1%			5.8%			5.7%			100.0%		
SALARY FACTOR:	0.90			0.93			0.93			0.95			0.87			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	54124	430	162	43426	547	196	36117	639	206	34700	125	85	29101	83	53	42685	1699	250
FAC MIX PCT:	25.3%			32.2%			37.6%			7.4%			4.9%			100.0%		
SALARY FACTOR:	0.90			0.94			0.95			0.96			0.96			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Education was reported in 149 of the 212 public institutions. The average salary of the 3,310 faculty was $42,052. This average salary was approximately 4.3 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Education was reported in 144 of the same 212 public institutions. The average salary of the 3,306 faculty was $44,480. This average salary was approximately 7.6 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Education in the public institutions studied was 5.8 percent ($44,480 minus $42,052 equals $2,428). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Education average faculty salaries over the three-year period by 2.6 percent or an average of .9 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Education (5.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.3 percent more than the faculty in the discipline/major field of Education.

In the 1992-93 study the faculty mix percentage in Education is higher at the professor rank than at the assistant professor rank: 34.4 percent vs. 32.0 percent; in the 1995-96 study it is 29.8 percent vs. 33.5 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.8 percent (159/3,310) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 6.0 percent (197/3,306) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Education was reported in 243 the 337 private institutions. The average salary of the 1,547 faculty was $38,366, an average salary 12.4 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 250 of the same 337 private institutions reported Education. The average salary of the 1,699 faculty was $42,685, an average salary 11.2 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Education in the private institutions studies was 11.3 percent ($42,685 minus $38,366 equals $4,319). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Education over the three-year time period, is 2.9 percent or 1.0 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Education (11.3%), the faculty in ALL MAJOR FIELDS increased their salaries 1.3 percent (11.3% minus 10.0 equals 1.3%) less than faculty in Education.

For both studies in the discipline/major field of Education, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 25.9 percent vs. 40.1 percent (1992-93); and 25.3 percent vs. 37.6 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Education was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 5.8 percent (90/1,547) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 7.4 percent (125/1,699) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Education participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Education in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Education in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Education in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Education is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Education in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Education Administration and Supervision. The CIP defines the discipline/major field of Education Administration and Supervision as,

> An instructional program that generally describes the study of the principles and techniques of administering a wide variety of schools and other educational organizations and facilities, supervising educational personnel at the school of staff level, and that may prepare individuals as general administrators and supervisors.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Administration and Supervision Statistics, [1990]. p. 75--0401).]

This article summarizes the overall average salary increases in the discipline/major field of Education Administration and Supervision for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's

PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Education Administration and Supervision for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.8 for associate professors of Education Administration and Supervision in the 1992-93 public study means that 29.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Education Administration and Supervision in the 1992-93 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Education Administration and Supervision with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                                  NEW
                                ASSO             ASST             ASST
               PROF             PROF             PROF             PROF          INSTRUCTOR        ALL RANKS
          SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM   N/IN

                                                   DISCIPLINE: EDUCATION
PUBLIC 1992-93:            MAJOR FIELD: Education Administration and Supervision, General
AVERAGE
SALARY:   52529   150  47  42059   107  43  35253    96  38  34094    16  12  27156     6   4  44365   359  55
FAC MIX
PCT:      41.8%            29.8%            26.7%            4.5%             1.7%             100.0%
SALARY
FACTOR:   0.96             0.96             0.98             0.98             1.01             1.01

                                                      ALL MAJOR FIELDS
AVERAGE
SALARY:   54518 19682      43644 17249      36026 17758      34654  2434      26818  3879      43874 58568 212
FAC MIX
PCT:      33.6%            29.5%            30.3%            4.2%             6.6%             100.0%

                                                   DISCIPLINE: EDUCATION
PUBLIC, 1995-96:           MAJOR FIELD: Education Administration and Supervision, General
AVERAGE
SALARY:   61252   173  51  47842   146  56  39522    97  42  37370    24  16  28421     5   5  51205   421  66
FAC MIX
PCT:      41.1%            34.7%            23.0%            5.7%             1.2%             100.0%
SALARY
FACTOR:   1.03             1.01             1.02             1.03             0.98             1.07

                                                      ALL MAJOR FIELDS
AVERAGE
SALARY:   59610 20428      47366 18254      38928 17820      36373  2811      29106  3838      47858 60340 212
FAC MIX
PCT:      33.9%            30.3%            29.5%            4.7%             6.4%             100.0%

- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                                                   DISCIPLINE: EDUCATION
PRIVATE, 92-93:            MAJOR FIELD: Education Administration and Supervision, General
AVERAGE
SALARY:   46121    33  14  41505    33  14  34161    29  16  32535     6   5  41835     2   2  40886    97  27
FAC MIX
PCT:      34.0%            34.0%            29.9%            6.2%             2.1%             100.0%
SALARY
FACTOR:   0.85             0.98             0.98             0.99             1.45             0.95

                                                      ALL MAJOR FIELDS
AVERAGE
SALARY:   54539 11253      42331 10862      34956 11225      32785  1415      28932  1951      43137 35291 337
FAC MIX
PCT:      31.9%            30.8%            31.8%            4.0%             5.5%             100.0%

                                                   DISCIPLINE: EDUCATION
PRIVATE, 1995-96:          MAJOR FIELD: Education Administration and Supervision, General
AVERAGE
SALARY:   61090    33  11  46035    39  17  39397    27  15  41147     3   3                   49243    99  25
FAC MIX
PCT:      33.3%            39.4%            27.3%            3.0%                              100.0%
SALARY
FACTOR:   1.02             1.00             1.04             1.14                              1.04

                                                      ALL MAJOR FIELDS
AVERAGE
SALARY:   60032 11948      46167 11659      37984 11222      36092  1807      30425  1684      47463 36513 337
FAC MIX
PCT:      32.7%            31.9%            30.7%            4.9%             4.6%             100.0%
```

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Education Administration and Supervision was reported in 55 of the 212 public institutions. The average salary of the 359 faculty was $44,365. This average salary was approximately 1.1 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Education Administration and Supervision was reported in 66 of the same 212 public institutions. The average salary of the 421 faculty was $51,205. This average salary was approximately 7.0 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Education Administration and Supervision in the public institutions studied was 15.4 percent ($51,205 minus $44,365 equals $6,840). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Education Administration and Supervision average faculty salaries over the three-year period by 7.0 percent or an average of 2.3 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Education Administration and Supervision (15.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 6.3 percent less than the faculty in the discipline/major field of Education Administration and Supervision.

In the 1992-93 study the faculty mix percentage in Education Administration and Supervision is higher at the professor rank than at the assistant professor rank: 41.8 percent vs. 26.7 percent; in the 1995-96 study it is 41.1 percent vs. 23.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Education Administration and Supervision in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.5 percent (16/359) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 5.7 percent (24/421) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Education Administration and Supervision was reported in 27 the 337 private institutions. The average salary of the 97 faculty was $40,886, an average salary 5.5 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 25 of the same 337 private institutions reported Education Administration and Supervision. The average salary of the 99 faculty was $49.243, an average salary 3.7 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Education Administration and Supervision in the private institutions studies was 20.4 percent ($49,243 minus $40,886 equals $8,357). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Education Administration and Supervision over the three-year time period, is 12.0 percent or 4.0 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Education Administration and Supervision (20.4%), the faculty in ALL MAJOR FIELDS increased their salaries 10.4 percent (20.4% minus 10.0 equals 10.4%) more than faculty in Education Administration and Supervision.

For both studies in the discipline/major field of Education Administration and Supervision, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 34.0 percent vs. 29.9 percent (1992-93); and 33.3 percent vs. 27.3 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Education Administration and Supervision was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 6.2 percent (6/97) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 3.0 percent (3/99) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Education Administration and Supervision and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions---were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Education Administration and Supervision participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Education Administration and Supervision in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Education Administration and Supervision in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Education Administration and Supervision in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Education Administration and Supervision, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Education Administration and Supervision is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Education Administration and Supervision in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Education Administration and Supervision has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN ENGINEERING FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Engineering. The _CIP_ defines the discipline/major field of Engineering as,

> A summary of groups of instructional programs that prepares individuals to apply mathematical and scientifical principles to the solution of practical problems for the benefit of society.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Engineering Statistics, [1990]. p. 85--14).]

This article summarizes the overall average salary increases in the discipline/major field of Engineering for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Engineering for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 32.0 for associate professors of Engineering in the 1992-93 public study means that 32.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.19 for associate professors in the discipline/major field of Engineering in the 1992-93 public study means that their average salary is 19 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Engineering with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	66011	847	52	52010	681	57	44898	564	58	44761	84	33	34293	33	18	55428	2125	62
FAC MIX PCT:	39.9%			32.0%			26.5%			4.0%			1.6%			100.0%		
SALARY FACTOR:	1.21			1.19			1.25			1.29			1.28			1.26		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	71523	904	61	55786	749	66	48149	578	64	47448	92	40	36094	35	21	59812	2266	71
FAC MIX PCT:	39.9%			33.1%			25.5%			4.1%			1.5%			100.0%		
SALARY FACTOR:	1.20			1.18			1.24			1.30			1.24			1.25		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	71828	677	44	53995	473	43	46519	358	46	44776	32	17	39706	8	6	60118	1516	48
FAC MIX PCT:	44.7%			31.2%			23.6%			2.1%			0.5%			100.0%		
SALARY FACTOR:	1.32			1.28			1.33			1.37			1.37			1.39		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	78432	675	49	57732	468	47	50423	325	44	49677	40	19	40123	15	8	65374	1483	53
FAC MIX PCT:	45.5%			31.6%			21.9%			2.7%			1.0%			100.0%		
SALARY FACTOR:	1.31			1.25			1.33			1.38			1.32			1.38		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Engineering was reported in 62 of the 212 public institutions. The average salary of the 2,125 faculty was $55,428. This average salary was approximately 26.3 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Engineering was reported in 71 of the same 212 public institutions. The average salary of the 2,266 faculty was $59,812. This average salary was approximately 25.0 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Engineering in the public institutions studied was 7.9 percent ($59,812 minus $55,428 equals $4,384). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Engineering average faculty salaries over the three-year period by .5 percent or an average of .12 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Engineering (7.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.2 percent more than the faculty in the discipline/major field of Engineering.

In the 1992-93 study the faculty mix percentage in Engineering is higher at the professor rank than at the assistant professor rank: 39.9 percent vs. 26.5 percent; in the 1995-96 study it is 39.9 percent vs. 25.5 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Engineering in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.0 percent (84/2,215) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 4.1 percent (92/2,266) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Engineering was reported in 48 the 337 private institutions. The average salary of the 1,516 faculty was $60,118, an average salary 39.4 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 53 of the same 337 private institutions reported Engineering. The average salary of the 1,483 faculty was $65,374, an average salary 37.7 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Engineering in the private institutions studies was 8.7 percent ($65,374 minus $60,118 equals $5,256). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Engineering over the three-year time period, is .3 percent or .1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Engineering (8.7%), the faculty in ALL MAJOR FIELDS increased their salaries 1.3 percent (10.0% minus 8.7 equals 1.3%) more than faculty in Engineering.

For both studies in the discipline/major field of Engineering, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 44.7 percent vs. 23.6 percent (1992-93); and 45.5 percent vs. 21.9 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Engineering was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 2.1 percent (32/1.516) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 2.7 percent (125/1,699) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Engineering and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Engineering participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Engineering in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Engineering in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Engineering in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Engineering, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Engineering is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Engineering in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Engineering has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN ENGINEERING-RELATED TECHNOLOGIES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Engineering-Related Technologies. The _CIP_ defines the discipline/major field of Engineering-Related Technologies as,

> A summary of groups of instructional programs that prepare individuals to apply basic engineering principles and technical skills in support of engineering and related projects.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 93--15).]

This article summarizes the overall average salary increases in the discipline/major field of Engineering-Related Technologies for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Engineering-Related Technologies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 35.9 for associate professors of Engineering-Related Technologies in the 1992-93 public study means that 35.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of Engineering-Related Technologies in the 1992-93 public study means that their average salary is one percent above than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Engineering-Related Technologies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                                  NEW
                                  ASSO              ASST          ASST
           PROF                   PROF              PROF          PROF            INSTRUCTOR           ALL RANKS
         SALARY NUM N/IN    SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM     N/IN

                                 DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES
PUBLIC 1992-93:                 MAJOR FIELD: Engineering-Related Technologies
AVERAGE
SALARY: 50610  243  55    44157 353  64    38029  338  63   38068   34  21   30267   49  23   42953   983  69
FAC MIX
PCT:     24.7%            35.9%            34.4%             3.5%             5.0%            100.0%
SALARY
FACTOR:  0.93              1.01             1.06             1.10             1.13             0.98

                                            ALL MAJOR FIELDS
AVERAGE
SALARY: 54518 19682       43644 17249      36026 17758      34654 2434       26818 3879       43874 58568  212
FAC MIX
PCT:     33.6%            29.5%            30.3%             4.2%             6.6%            100.0%

                                 DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES
PUBLIC, 1995-96:                MAJOR FIELD: Engineering-Related Technologies
AVERAGE
SALARY: 57729  203  54    48871 313  61    40823  275  62   40405   35  24   32507   43  25   47530   834  69
FAC MIX
PCT:     24.3%            37.5%            33.0%             4.2%             5.2%            100.0%
SALARY
FACTOR:  0.97              1.03             1.05             1.11             1.12             0.99

                                            ALL MAJOR FIELDS
AVERAGE
SALARY: 59610 20428       47366 18254      38928 17820      36373 2811       29106 3838       47858 60340  212
FAC MIX
PCT:     33.9%            30.3%            29.5%             4.7%             6.4%            100.0%

- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                                 DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES
PRIVATE, 92-93:                 MAJOR FIELD: Engineering-Related Technologies
AVERAGE
SALARY: 54423   30   7    42416   39  17   37702   30  13   42500    3   2   39527   15   8   43955   114  16
FAC MIX
PCT:     26.3%            34.2%            26.3%             2.6%            13.2%            100.0%
SALARY
FACTOR:  1.00              1.00             1.08             1.30             1.37             1.02

                                            ALL MAJOR FIELDS
AVERAGE
SALARY: 54539 11253       42331 10862      34956 11225      32785 1415       28932 1951       43137 35291  337
FAC MIX
PCT:     31.9%            30.8%            31.8%             4.0%             5.5%            100.0%

                                 DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES
PRIVATE, 1995-96:               MAJOR FIELD: Engineering-Related Technologies
AVERAGE
SALARY: 57906   39  10    45885   32  10   38888   23  12   42125    4   3   39063    3   2   48848    97  16
FAC MIX
PCT:     40.2%            33.0%            23.7%             4.1%             3.1%            100.0%
SALARY
FACTOR:  0.96              0.99             1.02             1.17             1.28             1.03

                                            ALL MAJOR FIELDS
AVERAGE
SALARY: 60032 11948       46167 11659      37984 11222      36092 1807       30425 1684       47463 36513  337
FAC MIX
PCT:     32.7%            31.9%            30.7%             4.9%             4.6%            100.0%
```

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Engineering-Related Technologies was reported in 69 of the 212 public institutions. The average salary of the 983 faculty was $42,953. This average salary was approximately 2.1 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Engineering-Related Technologies was reported in 69 of the same 212 public institutions. The average salary of the 834 faculty was $47,530. This average salary was approximately .7 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Engineering-Related Technologies in the public institutions studied was 10.7 percent ($47.530 minus $42,953 equals $4,577). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Engineering-Related Technologies average faculty salaries over the three-year period by 2.3 percent or an average of .8 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Engineering-Related Technologies (10.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.6 percent less than the faculty in the discipline/major field of Engineering-Related Technologies.

In the 1992-93 study the faculty mix percentage in Engineering-Related Technologies is lower at the professor rank than at the assistant professor rank: 24.7 percent vs. 34.4 percent; in the 1995-96 study it is 24.3 percent vs. 33.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Engineering-Related Technologies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.5 percent (34/983) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 4.2 percent (35/834) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Engineering-Related Technologies was reported in 16 the 337 private institutions. The average salary of the 114 faculty was $43,955, an average salary 1.9 percent above than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 16 of the same 337 private institutions reported Engineering-Related Technologies. The average salary of the 97 faculty was $48,848, an average salary 2.9 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Engineering-Related Technologies in the private institutions studies was 11.1 percent ($48,848 minus $43,955 equals $5,256). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Engineering-Related Technologies over the three-year time period, is 3.7 percent or 1.1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Engineering-Related Technologies (11.1%), the faculty in ALL MAJOR FIELDS increased their salaries 1.1 percent (11.1% minus 10.0 equals 1.1%) less than faculty in Engineering-Related Technologies.

In the 1992-93 study in the discipline/major field of Engineering-Related Technologies, the faculty mix was exactly the same at the professor rank as the assistant professor rank: 26.3 percent vs. 26.3 percent (1992-93); and 40.2 percent vs. 23.7 percent, in the 1995-96 study. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Engineering-Related Technologies was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 2.6 percent (3/114) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.1 percent (4/97) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Engineering-Related Technologies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies---one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Engineering-Related Technologies participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Engineering-Related Technologies in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Engineering-Related Technologies in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Engineering-Related Technologies in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Engineering-Related Technologies, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Engineering-Related Technologies is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Engineering-Related Technologies in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Engineering-Related Technologies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN ENGLISH LANGUAGE AND LITERATURE/LETTERS FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including English Language and Literature/Letters. The CIP defines the discipline/major field of English Language and Literature/Letters as,

> A summary of groups of instructional programs that describe the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 110--23).]

This article summarizes the overall average salary increases in the discipline/major field of English Language and Literature/Letters for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institu tions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of English Language and Literature/Letters for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given disci-

pline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.9 for associate professors of English Language and Literature/-Letters in the 1992-93 public study means that 27.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of English Language and Literature/-Letters in the 1992-93 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of English Language and Literature/Letters with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                                NEW
                               ASSO             ASST            ASST
             PROF              PROF             PROF            PROF          INSTRUCTOR           ALL RANKS
       SALARY NUM N/IN   SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM    N/IN

                              DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS
PUBLIC 1992-93:               MAJOR FIELD: English Language and Literature/Letters
AVERAGE
SALARY: 51088 1481 191   40705 1321 196   32096 1351 191   30464  169  93   23819  581 122   39424  4734 200
FAC MIX
PCT:     31.3%           27.9%            28.5%             3.6%            12.3%            100.0%
SALARY
FACTOR:  0.94             0.93             0.89             0.88             0.89             0.90

                                          ALL MAJOR FIELDS
AVERAGE
SALARY: 54518 19682      43644 17249      36026 17758      34654 2434       26818 3879       43874 58568  212
FAC MIX
PCT:     33.6%           29.5%            30.3%             4.2%             6.6%            100.0%

                              DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS
PUBLIC, 1995-96:              MAJOR FIELD: English Language and Literature/Letters
AVERAGE
SALARY: 55629 1485 193   43432 1367 192   34822 1315 192   32377  230 107   25629  556 113   42774  4723 199
FAC MIX
PCT:     31.4%           28.9%            27.8%             4.9%            11.8%            100.0%
SALARY
FACTOR:  0.93             0.92             0.89             0.89             0.88             0.89

                                          ALL MAJOR FIELDS
AVERAGE
SALARY: 59610 20428      47366 18254      38928 17820      36373 2811       29106 3838       47858 60340  212
FAC MIX
PCT:     33.9%           30.3%            29.5%             4.7%             6.4%            100.0%

- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                              DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS
PRIVATE, 92-93:               MAJOR FIELD: English Language and Literature/Letters
AVERAGE
SALARY: 50303  997 282   39587  794 271   31764  887 276   29757  118  89   26710  189  99   40044  2867 322
FAC MIX
PCT:     34.8%           27.7%            30.9%             4.1%             6.6%            100.0%
SALARY
FACTOR:  0.92             0.94             0.91             0.91             0.92             0.93

                                          ALL MAJOR FIELDS
AVERAGE
SALARY: 54539 11253      42331 10862      34956 11225      32785 1415       28932 1951       43137 35291  337
FAC MIX
PCT:     31.9%           30.8%            31.8%             4.0%             5.5%            100.0%

                              DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS
PRIVATE, 1995-96:             MAJOR FIELD: English Language and Literature/Letters
AVERAGE
SALARY: 55397 1061 299   42769 827 273    34526  814 268   32428  142 105   26377  155  81   44221  2857 325
FAC MIX
PCT:     37.1%           28.9%            28.5%             5.0%             5.4%            100.0%
SALARY
FACTOR:  0.92             0.93             0.91             0.90             0.87             0.93

                                          ALL MAJOR FIELDS
AVERAGE
SALARY: 60032 11948      46167 11659      37984 11222      36092 1807       30425 1684       47463 36513  337
FAC MIX
PCT:     32.7%           31.9%            30.7%             4.9%             4.6%            100.0%
```

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of English Language and Literature/Letters was reported in 200 of the 212 public institutions. The average salary of the 4,734 faculty was $39,424. This average salary was approximately 11.5 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, English Language and Literature/Letters was reported in 199 of the same 212 public institutions. The average salary of the 4,723 faculty was $42,774. This average salary was approximately 11.9 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of English Language and Literature/Letters in the public institutions studied was 8.5 percent ($42,774 minus $39,424 equals $3,350). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in English Language and Literature/Letters average faculty salaries over the three-year period by .1 percent or an average of .03 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of English Language and Literature/Letters (8.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .6 percent more than the faculty in the discipline/major field of English Language and Literature/-Letters.

In the 1992-93 study the faculty mix percentage in English Language and Literature/Letters is higher at the professor rank than at the assistant professor rank: 31.3 percent vs. 28.5 percent; in the 1995-96 study it is 31.4 percent vs. 27.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in English Language and Literature/Letters in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.6 percent (169/4,734) vs. 4.2 percent (2,434/-58,568) and higher in 1995-96, 4.9 percent (230/4,723) vs. 4.7 percent (2,811/-60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of English Language and Literature/Letters was reported in 322 the 337 private institutions. The average salary of the 2,867 faculty was $40,044, an average salary 7.7 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 325 of the same 337 private institutions reported English Language and Literature/Letters. The average salary of the 2,857 faculty was $44,221, an average salary 7.3 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in English Language and Literature/Letters in the private institutions studies was 10.4 percent ($44,221 minus $40,044 equals $4,177). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of English Language and Literature/Letters over the three-year time period, is 2.0 percent or .7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to English Language and Literature/Letters (10.4%), the faculty in ALL MAJOR FIELDS increased their salaries .4 percent (10.4% minus 10.0% equals .4%) less than faculty in English Language and Literature/Letters.

For both studies in the discipline/major field of English Language and Literature/Letters, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 34.8 percent vs. 30.9 percent (1992-93); and 37.1 percent vs. 28.5 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in English Language and Literature/Letters was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.1 percent (118/2,867) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.0 percent (142/2,857) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of English Language and Literature/Letters and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of English Language and Literature/Letters participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/-major field of English Language and Literature/Letters in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in English Language and Literature/Letters in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in English Language and Literature/Letters in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in English Language and Literature/Letters, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of English Language public and private studies the discipline/major field of English Language and Literature/Letters is still emerging in the academy.

Finally, the hiring rate for new assistant professors in English Language and Literature/Letters in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of English Language and Literature/Letters has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN FOREIGN LANGUAGES AND LITERATURES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Foreign Languages and Literatures. The CIP defines the discipline/major field of Foreign Languages and Literatures as,

> A summary of groups of instructional programs that describe the study of languages other than English, and the study of related aspects of foreign literatures and cultures.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 99--16).]

This article summarizes the overall average salary increases in the discipline/major field of Foreign Languages and Literatures for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Foreign Languages and Literatures for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 28.5 for associate professors of Foreign Languages and Literatures in the 1992-93 public study means that 28.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Foreign Languages and Literatures in the 1992-93 public study means that their average salary is six[illegible] percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Foreign Languages and Literatures with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

BEST COPY AVAILABLE

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																		
AVERAGE SALARY:	52099	467	140	41028	491	143	32925	600	156	31322	93	66	25432	166	66	39705	1724	179
FAC MIX PCT:	27.1%			28.5%			34.8%			5.4%			9.6%			100.0%		
SALARY FACTOR:	0.96			0.94			0.91			0.90			0.95			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																		
AVERAGE SALARY:	57014	472	146	44055	547	152	35896	581	156	32505	75	51	26516	181	72	43045	1781	185
FAC MIX PCT:	26.5%			30.7%			32.6%			4.2%			10.2%			100.0%		
SALARY FACTOR:	0.96			0.93			0.92			0.89			0.91			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93: DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																		
AVERAGE SALARY:	52339	462	174	41419	518	179	32999	585	205	30865	75	57	26736	147	87	40228	1712	271
FAC MIX PCT:	27.0%			30.3%			3[illegible].2%			4.4%			8.6%			100.0%		
SALARY FACTOR:	0.96			0.98			0.94			0.94			0.92			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																		
AVERAGE SALARY:	57489	478	177	44678	567	201	36293	555	209	33560	82	65	28970	148	86	44189	1748	276
FAC MIX PCT:	27.3%			32.4%			31.8%			4.7%			8.5%			100.0%		
SALARY FACTOR:	0.96			0.97			0.96			0.93			0.95			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Foreign Languages and Literatures was reported in 179 of the 212 public institutions. The average salary of the 1,724 faculty was $39,705. This average salary was approximately 10.5 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Foreign Languages and Literatures was reported in 185 of the same 212 public institutions. The average salary of the 1,781 faculty was $43,045. This average salary was approximately 11.2 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Foreign Languages and Literatures in the public institutions studied was 8.4 percent ($43,045 minus $39,705 equals $3.340). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, the relative increase in Foreign Languages and Literatures average faculty salaries over the three-year period was exactly the same as the CPI.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Foreign Languages and Literatures (8.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .7 percent more than the faculty in the discipline/major field of Foreign Languages and Literatures.

In the 1992-93 study the faculty mix percentage in Foreign Languages and Literatures is lower at the professor rank than at the assistant professor rank: 27.1 percent vs. 34.8 percent; in the 1995-96 study it is 26.5 percent

vs. 32.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Foreign Languages and Literatures in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.4 percent (90/1,724) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 4.2 percent (75/1,781) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Foreign Languages and Literatures was reported in 271 the 337 private institutions. The average salary of the 1,712 faculty was $40,228, an average salary 7.2 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 276 of the same 337 private institutions reported Foreign Languages and Literatures. The average salary of the 1,748 faculty was $44,189, an average salary 7.4 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Foreign Languages and Literatures in the private institutions studies was 9.8 percent ($44,189 minus $40,228 equals $3,961). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Foreign Languages and Literatures over the three-year time period, is 1.4 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Foreign Languages and Literatures (9.8%), the faculty in ALL MAJOR FIELDS increased their salaries .2 percent (10.0% minus 9.8 equals .2%) more than faculty in Foreign Languages and Literatures.

For both studies in the discipline/major field of Foreign Languages and Literatures, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 27.0 percent vs. 34.2 percent (1992-93); and 27.3 percent vs. 31.8 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Foreign Languages and Literatures was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.4 percent (75/1,712) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.7 percent (125/1,699) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Foreign Languages and Literatures and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Foreign Languages and Literatures participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Foreign Languages and Literatures in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Foreign Languages and Literatures in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Foreign Languages and Literatures in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Foreign Languages and Literatures, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Foreign Languages and Literatures is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Foreign Languages and Literatures in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Foreign Languages and Literatures has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Geography. The CIP defines the discipline/major field of Geography as,

> An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies and analyses of specific countries, regions and resources.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 146--45.0701).]

This article summarizes the overall average salary increases in the discipline/major field of Geography for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Geography for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.3 for associate professors of Geography in the 1992-93 public study means that 31.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of Geography in the 1992-93 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Geography with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Geography																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	53762	229	80	42569	185	73	33877	163	78	32566	21	16	27555	15	13	44125	592	101
FAC MIX PCT:	38.7%			31.3%			27.5%			3.5%			2.5%			100.0%		
SALARY FACTOR:	0.99			0.98			0.94			0.94			1.03			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Geography																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	58753	224	77	45267	189	74	36742	170	85	35039	30	24	28264	18	16	47373	601	105
FAC MIX PCT:	37.3%			31.4%			28.3%			5.0%			3.0%			100.0%		
SALARY FACTOR:	0.99			0.96			0.94			0.96			0.97			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Geography																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	54956	17	11	42051	10	8	33728	18	12	31500	2	2	28225	4	4	42342	49	21
FAC MIX PCT:	34.7%			20.4%			36.7%			4.1%			8.2%			100.0%		
SALARY FACTOR:	1.01			0.99			0.96			0.96			0.98			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Geography																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	65559	24	13	49501	12	10	38704	21	12	40000	2	2	32008	2	2	51597	59	22
FAC MIX PCT:	40.7%			20.3%			35.6%			3.4%			3.4%			100.0%		
SALARY FACTOR:	1.09			1.07			1.02			1.11			1.05			1.09		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Geography was reported in 101 of the 212 public institutions. The average salary of the 592 faculty was $44,125. This average salary was approximately .6 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Geography was reported in 105of the same 212 public institutions. The average salary of the 601 faculty was $47,373. This average salary was approximately 1.0 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Geography in the public institutions studied was 7.4 percent ($47,373 minus $44,125 equals $3,248). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Geography average faculty salaries over the three-year period by 1.0 percent or an average of .3 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Geography (7.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.7 percent more than the faculty in the discipline/major field of Geography.

In the 1992-93 study the faculty mix percentage in Geography is higher at the professor rank than at the assistant professor rank: 38.7 percent vs. 27.5 percent; in the 1995-96 study it is 37.3 percent vs. 28.3 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Geography in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.0 percent (84/2,215) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 4.1 percent (92/2,266) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Geography was reported in 48 the 337 private institutions. The average salary of the 1,516 faculty was $60,118, an average salary 39.4 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 53 of the same 337 private institutions reported Geography. The average salary of the 1,483 faculty was $65,374, an average salary 37.7 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Geography in the private institutions studies was 21.9 percent ($51.587 minus $42,342 equals $9,255). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Geography over the three-year time period, is .3 percent or .1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

43,137 equals $4,326). In comparison to Geography (21.9%), the faculty in ALL MAJOR FIELDS increased their salaries 11.9 percent (21.9% minus 10.0 equals 11.9%) less than faculty in Geography.

For the discipline/major field of Geography, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 34.7 percent vs. 36.7 percent (1992-93); and in 1995-96 it is higher: 40.7 percent vs. 35.6 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Geography was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.1 percent (2/49) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 3.4 percent (2/59) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Geography and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Geography participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Geography in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Geography in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Geography in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Geography the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Geography is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Geography in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Geography has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN GEOLOGY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Geology. The CIP defines the discipline/major field of Geology as,

> An instructional program that describes the scientific study of the earth; the forces acting upon it; and the behavior of the solids, liquids and gases comprising it. Includes instruction in historical geology, geomorphology, sedimentology, the chemistry of rocks and soils, stratigraphy, mineralogy, petrology, geostatistics, volcanology, glaciology, geophysical principles, and applications to research and industrial problems.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 131--40.0601).]

This article summarizes the overall average salary increases in the discipline/major field of Geology for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in

1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Geology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given disci-

pline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.4 for associate professors of Geology in the 1992-93 public study means that 29.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of Geology in the 1992-93 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Geology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Geology																		
AVERAGE SALARY:	54063	317	89	42188	185	78	34406	118	60	31964	13	11	25833	9	8	46479	629	103
FAC MIX PCT:	50.4%			29.4%			18.8%			2.1%			1.4%			100.0%		
SALARY FACTOR:	0.99			0.97			0.96			0.92			0.96			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Geology																		
AVERAGE SALARY:	59617	309	86	45845	167	75	37680	130	65	35580	17	15	27612	6	6	50885	612	101
FAC MIX PCT:	50.5%			27.3%			21.2%			2.8%			1.0%			100.0%		
SALARY FACTOR:	1.00			0.97			0.97			0.98			0.95			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
- - - - - - - -																		
PRIVATE, 92-93: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Geology																		
AVERAGE SALARY:	62324	121	39	45747	58	32	35797	42	34	35398	7	6	28517	3	3	52605	224	57
FAC MIX PCT:	54.0%			25.9%			18.8%			3.1%			1.3%			100.0%		
SALARY FACTOR:	1.14			1.08			1.02			1.08			0.99			1.22		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Geology																		
AVERAGE SALARY:	61502	82	39	45867	51	38	39002	31	25	34700	4	4	32070	4	4	51903	168	58
FAC MIX PCT:	48.8%			30.4%			18.5%			2.4%			2.4%			100.0%		
SALARY FACTOR:	1.02			0.99			1.03			0.96			1.05			1.09		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Geology was reported in 103 of the 212 public institutions. The average salary of the 629 faculty was $46,479. This average salary was approximately 5.9 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Geology was reported in 101 of the same 212 public institutions. The average salary of the 2,266 faculty was $50,885. This average salary was approximately 25.0 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Geology in the public institutions studied was 9.5 percent ($50.885 minus $46,479 equals $4,406). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Geology average faculty salaries over the three-year period by 1.1 percent or an average of .4 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Geology (9.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent less than the faculty in the discipline/major field of Geology.

In the 1992-93 study the faculty mix percentage in Geology is higher at the professor rank than at the assistant professor rank: 50.4 percent vs. 18.8 percent; in the 1995-96 study it is 50.5 percent vs. 21.2 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Geology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 2.1 percent (13/629) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 2.8 percent (17/61266) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Geology was reported in 57 the 337 private institutions. The average salary of the 224 faculty was $52,605, an average salary 21.9 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 58 of the same 337 private institutions reported Geology. The average salary of the 168 faculty was $51,903, an average salary 9.3 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year decrease in average salaries for all faculty in Geology in the private institutions of 1.3 percent ($51.903 minus $52,605 equals -$702). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Geology over the three-year time period, is 9.7 percent or 3.2 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Geology (-1.3%), the faculty in ALL MAJOR FIELDS increased their salaries 11.3 percent less than faculty in Geology.

For both studies in the discipline/major field of Geology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 54.0 percent vs. 18.8 percent (1992-93); and 48.8 percent vs. 18.5 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Geology was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.1 percent (7/224) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 2.4 percent (4/168) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Geology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Geology participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Geology in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Geology in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Geology in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Geology, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Geology is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Geology in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Geology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14